

ORGANIZATIONAL DEVELOPMENT

GOAL #5

Our Board is properly aligned with adequate internal capacity to meet the goals of a Recovery Oriented System of Care and a fully integrated Behavioral Healthcare System

1.0 - DEVELOP A COMPREHENSIVE TRAINING AND DEVELOPMENT PROGRAM TO ENSURE THAT STAFF KNOWLEDGE AND SKILLS SUPPORT ORGANIZATIONAL PRIORITIES.

1.1 - Improve the alignment between current staff development needs and training resources offered

Action Steps:

1. Provide training around ~~SHARES~~ system
2. Board staff trained in BH Redesign
3. Survey Staff on other training topics of interest
4. Align board staff with ROSC model
5. Provide staff training on ROSC

RESPONSIBILITY TO ACCOMPLISH OBJECTIVE

TARGET DATE OF COMPLETION

- Evaluation
 - HR
 - External Affairs
 - Training Institute
- 1.0 Staff participated in various trainings, including ALICE/Safety Training, Retreat on Positive Thinking and Priority Setting, and end-of-year Coping with the Holidays. The Board authorized the end-of-year training to be held annually.**
- 1: Staff participated in the selection of GOSH to replace SHARES. Staff who use GOSH have received extensive training.**
- 2: Staff participated in a BH Redesign & Managed Care training series cosponsored by the Board, Woodruff & Margaret Clark Morgan Foundation**
- 3: Staff participated in an ice-cream social to generate Staff Development ideas.**

Q3, 2018

2.0 - PROMOTE A CULTURE WITHIN THE BOARD THAT EMPHASIZES TEAMWORK, COLLABORATION, AND A HIGH SENSE OF PROFESSIONAL FULFILLMENT

2.1 - Promote a culture of high employee engagement and improve teamwork and collaboration

Action Steps:

1. Establish quarterly Managers Meeting across units
2. Establish new ways to increase communication across departments
3. Recognize employee achievement
4. Pilot co-facilitation of All-Staff meetings
5. Establish and promote new opportunities for the employee team's participation in civic and volunteer activities

RESPONSIBILITY TO ACCOMPLISH OBJECTIVE

2.0: Developed a "Wellness Space" for staff including massage chairs, sofa and lighting to be used to relieve stress and use for impromptu meetings. Promote & encourage participation in the County Wellness Program.

- CEO
 - Executive Team
- 1: All Managers Meetings are scheduled once per month, in addition to the Chiefs Meetings.**
- 2: Remodeled 8th Fl., and moved staff from 7th Fl., to the 8th Fl., to create a more safe and cohesive working environment, staff inclusion and team approach.**
- 3: We recognize staff in our monthly newsletter and at staff meetings.**
- 4: Staff are provided an opportunity to identify topics and openly participate in staff meetings.**
- 5: Staff participate in H&HS levy phone banks and sign making, and make donations to various causes such as Harvest for Hunger and First Responder Appreciation Week.**

PERFORMANCE INDICATORS

- Increased knowledge among staff
- Increased attendance in training opportunities
- Increased staff engagement