Hunt the Future: Accelerate from Status Quo to Status Go

Patrick Ibarra, The Mejorando Group

Today’s Presenter

Patrick Ibarra
Former City Manager and HR Director
Founder of the Mejorando Group
(925)518-0187
patrick@gettingbetterallthetime.com
Where good ideas often end up…

Do you want Commitment or Compliance?
Every organization is perfectly designed to get the results it gets.
**Healthy Culture**

- Represents “how things are around here.”
- Reflects the prevailing ideology that people carry inside their heads.
- Conveys a sense of identity to employees, provides unwritten and unspoken guidelines for how to get along.
we've always done it this way
Six Key Attributes

1. Initiate Project
2. Collect Information
4. Develop Recds
5. Prepare Report
6. Implement Change

Project Work Plan

Culture Pulse Check
Sample questions for Pulse Check

1. **What key words describe the nature of our organization?**
2. **What do you think this organization is trying to achieve?**
3. **What are the one or two aspects of work that would, if changed, make you more successful at work?**
4. **What processes and characteristics of the work environment help you succeed?**

Deliverables-Recommendations

- Reaffirm Mission, Vision & Values
- Structural/Reorganize
- Strategic & Operational Planning
- Service Mix & Measures
- People Practices
- Process-Services and Programs
...from the Prevailing to the Preferred...

Maxims to Remember

- What gets *measured* gets done.
- What gets *rewarded* gets done.
- What gets *talked* about gets done.
Pressure is a Privilege

Who are we? An Organizational Effectiveness Consulting Practice.
What do we do? Partner with organizations and implement solutions to improve organizational performance.
How do we do that? We provide expertise in:
- Culture Change
- Succession Planning & Talent Management
- Organizational Effectiveness Services
- Strategic Planning Facilitation Services
- Leadership and Management Skills Training

How do you contact us? Patrick Ibarra, 925-518-0187 or patrick@gettingbetterallthetime.com
Web address: www.gettingbetterallthetime.com

Our mission is to help organizations and their members “get better all the time”