

# *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

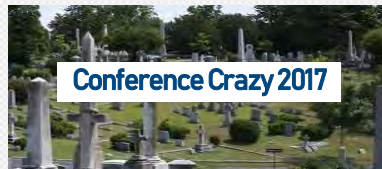
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## Where good ideas often end up...



3



***Do you want  
Commitment or  
Compliance?***



4





***Every organization is perfectly designed to get the results it gets.***

mejorando group

6

LEAGUE OF CALIFORNIA CITIES




## What is 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.**





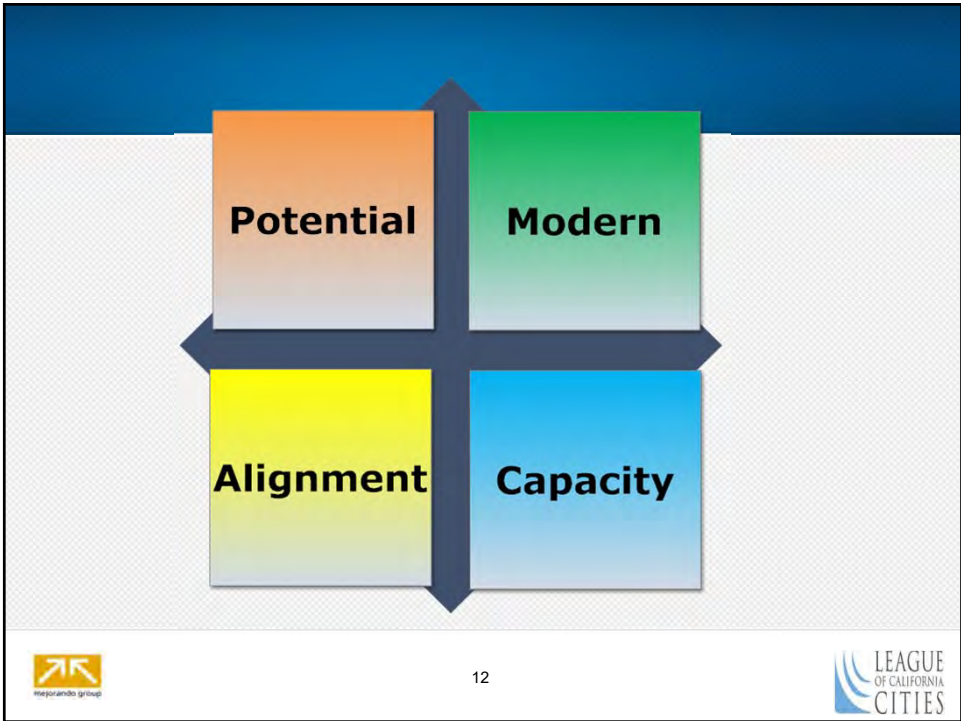
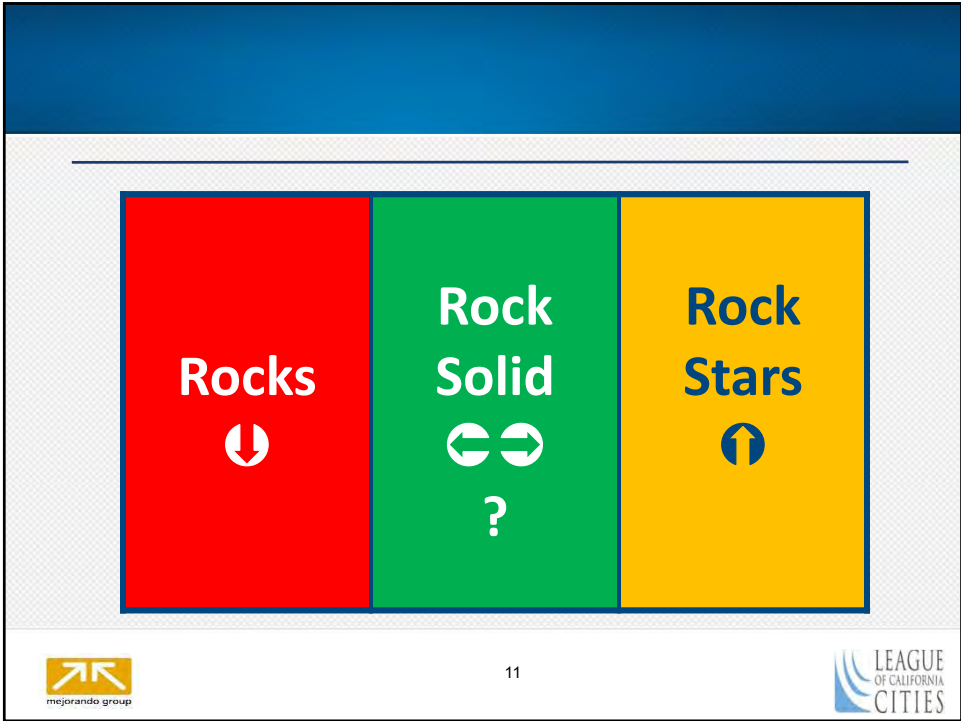
we've  
always  
done it  
this way

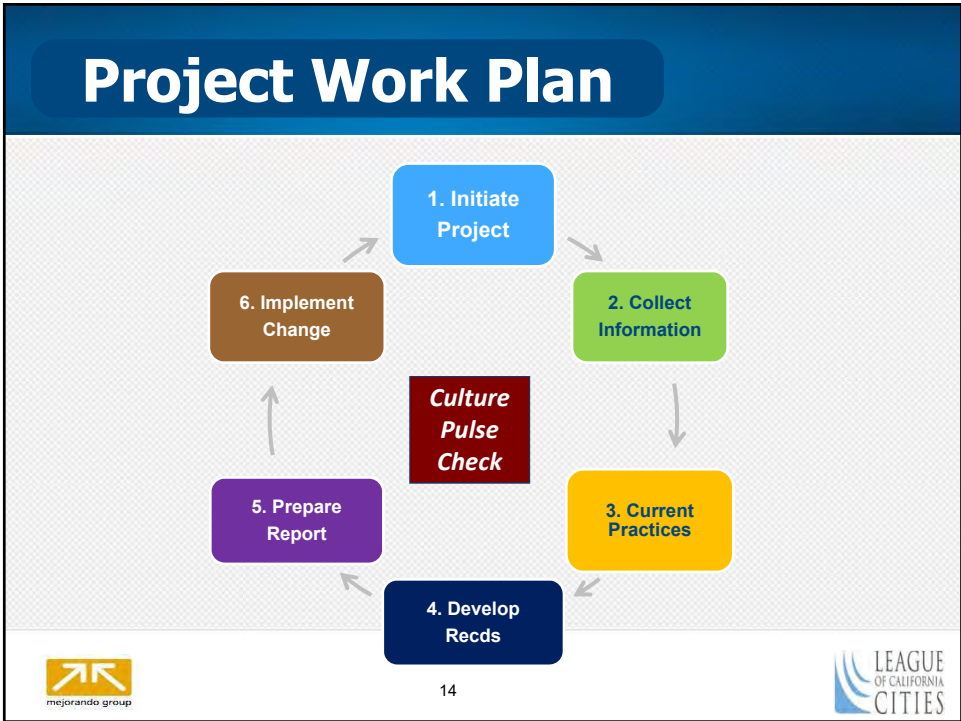
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Progress Predictability

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## Sample questions for Pulse Check

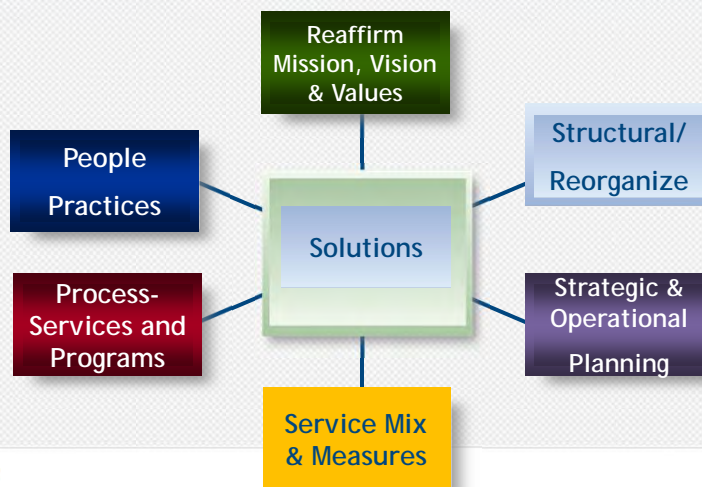
1. **What key words describe the nature of our organization?**
2. **What do you think this organization is trying to achieve?**
3. **What are the one or two aspects of work that would, if changed, make you more successful at work?**
4. **What processes and characteristics of the work environment help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



15



## Deliverables-Recommendations



16





# *...from the Prevailing to the Preferred...*



17



## Maxims to Remember

- What gets *measured* gets done.
- What gets *rewarded* gets done.
- What gets *talked* about gets done.



18



# *Pressure is a Privilege*



19



## **The Mejorando Group**

*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](mailto:patrick@gettingbetterallthetime.com)**

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



20

