

Great Workplace

Support a talented and engaged workforce - Attract, engage and retain

Great Workplace

Support a talented and engaged workforce - Attract, engage and retain



Strategies

- Value, attract, support, train, recognize and retain an engaged, high-performing workforce.
- Maintain standards and practices requiring and enabling a high-performance workforce and workplace.
- Align workforce strategies to support, enable and help drive the Michigan ICT plan and DTMB goals and strategies.
- Support a culture of pride and responsibility for delivering exceptional service.

Progress to Date

New Leader Program and Network

- ✓ Now in its fifth year, DTMB's New Leader Program builds tomorrow's leaders. Its 120 graduates hold more than 27 percent of all leadership positions. After completing the program, 20 percent of the graduates received promotions. The program now has 40 participants and offers a networking forum that allows new leaders to interact and share solutions.

Workforce Planning

- ✓ To prepare for projected retirements and address changing staffing needs, DTMB developed a strategic workforce plan and strategy, which it delivered to the Governor in summer 2009. The plan included metrics and measures and established a structure for quarterly reports to the Governor, beginning in spring 2010.

Informal Leader Program

- ✓ This voluntary program provides leadership skills training for employees who seek personal and career leadership opportunities. The program offers professional development opportunities for employees who wish to take a more active informal leadership role in their current positions. A significant number of employees have enrolled in this self-paced program, which has received positive feedback from participants.

Established Leader Program

- ✓ Established leaders attend the state Executive Leadership Management Program and other topical seminars and conferences. DTMB sponsored and provided key resources to develop the Michigan Executive Learning Network, which is now in the final stages of development.

New Training Contract

- ✓ DTMB and a local community college have entered a new training partnership that allows employees to earn college credit and receive accreditation in specific technical skills. Additional classes and developmental opportunities are available through a new technical training vendor.

Initiatives in Motion*

Workforce/Succession Planning

- As part of a statewide effort, DTMB is identifying trends and projections for anticipated retirement of employees in the baby-boom generation. These efforts will ensure continuity of operation and support program areas to plan for future needs. This includes the identification of metrics and measures, which will be reported quarterly.



Comprehensive On-boarding Program

- DTMB is expanding its efforts with a focus on early and active engagement and retention of new employees, providing orientation sessions and additional Web resources.



DTMB Virtual University

- DTMB's Virtual University is expanding development opportunities and resources that provide learning and career paths for ICT professionals. This online portal offers one-stop access to online training resources and information.



Employee Recognition

- DTMB is enhancing its employee recognition program. Senior leaders understand that building trust, valuing people and developing relationships are important to the department's overall success. Investment in people-related programs enhances employee relationships, improves job satisfaction and generates business benefits such as increased productivity and improved customer service and satisfaction.



Job-shadow Program

- Development of a strategic job-shadowing program will expand career enhancement and development opportunities for employees at all levels. This program will introduce employees to the options available for career growth.



Diversity Awareness

- Achieving excellence with employees, customers and suppliers requires an understanding of diverse cultures and decision-making processes. The department's new and expanding diversity awareness training and programs reflect DTMB's efforts to recognize, respect and value diversity and support the statewide diversity council.



proof positive

MI-360 Evaluation

On an annual basis, DTMB managers get feedback from peers, employees and supervisors as part of their performance evaluations. The MI-360 program allows employees to give and receive feedback and make improvements. To encourage a candid and unguarded exchange, responses remain anonymous. "Some things I had overlooked or not even considered were brought to my attention through this process," said one manager. "It was humbling. I've already made some changes and am seeing tremendous results."

exploring technology solutions

Enterprise Mobility

DTMB's Alternative Work Schedule initiative aligns with the Governor's directive to provide employees with greater flexibility. The initiative, which includes flexible work schedules and telecommuting options, benefits state government, employees and citizens. In DTMB, 183 employees currently take advantage of telecommuting options. This flexibility and mobility promotes job satisfaction, reduces commutes and improves quality of life. For state government, mobility can increase productivity, reduce overhead and occupancy costs and attract and retain employees.

tools and solutions

Enabling a Great Workplace

- Succession and workforce planning
- Modernization of classifications systems
- Personal productivity tools
- Group and social shared-solution tools

*Appendix Resources:
Initiatives - A • Targets - B • Associated Technologies - C