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| **Executive Summary - Unified Port of San Diego** |

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| **People Strategy\_Tim DeNike\_June 13th, 2016** |

**Purpose of Presentation/Goals**:

* To define, introduce, make observations, suggest and strategize on People Strategies for Unfired Port of San Diego, 3165 Pacific Highway, San Diego, California 92101
* Goal:
* Strategize to provide Leadership and Technical Guidance in Talent Acquisition and Organizational Development to a group of approximately 550 Employees.

**What Is The Presentation About**?

* Needs Analysis, Observations and Approach to support and address the current and future of Unified Port of San Diego People and Culture Initiatives:
* Deploy Five Division Corporate Reorganization
* Reinstate and Execute People Strategies
* Define and Enhance Corporate Culture
* In addition:
* Understanding Divisional, Department, Employee, Financial impact of a People Strategy:
* Addressing Unified Port of San Diego People Strategy:

1. **Workforce Planning** (PowerPoint Presentation #2)
2. **Talent Selection Process** (PowerPoint Presentation #3)
3. **Orientation / On-Boarding** (PowerPoint Presentation #4)
4. **Comprehensive Training/Development Program** (PowerPoint Presentation #5)
5. **Performance Management** (PowerPoint Presentation #6)
6. **Coaching** (PowerPoint Presentation #7)
7. **Succession Planning** (Including High Potentials) (PowerPoint Presentation #8)
8. **Rewards/Recognition** (PowerPoint Presentation #9)
9. **Telecommuting Program** (PowerPoint Presentation #10)

* In addition directly touching on:
* Competency Models
* Organization Design (Development) Initiatives
* Organizational Effectiveness
* Leadership Development
* Diversity and Inclusion
* Employee Engagement

**Why is the People Strategy Presentation Important**?

* People...it is that simple!
* People Strategy **is a gift to an Employee**.
* People Strategy **means collaboration and engagement**.
* People Strategy **means creativity at the individual and group contribution level**.
* People Strategy **means respect**.
* People Strategy **means Diversity**.
* People Strategy **means** **L&D, OE, Succession Planning, Talent Management**...all **contributing to the Organizations' success and bottom line**.
* To focus and improve efforts to support the People at Unified Port of San Diego, their Departments and the entire Organizational Culture.
* To introduce **Current, Fresh and Vogue Strategies** and to be the best possible place to work, grow and give back, while understanding, respecting and (in some cases) **correcting past performance, instability, change and conflict (managment)**.

**Why is the People Strategy Presentation Important - Continued**?

* To Implement change and **manage the conflict** that will come from change.
* To ask questions, start again (and not over) using process and systems already in place, re-tooling, modifying and addressing "head on" what has worked and what has not in the past.
* To address the **current and future Unified Port of San Diego People and Culture Initiatives**:
* Deploy Five Division Corporate Reorganization
* Reinstate and execute People Strategies
* Define and enhance Corporate Culture
* To define People Strategies for the Organization and define the **Departments Individual contribution and its Team contribution to the entire Organization**.
* To stay true to the Organization's Operating Culture, Goals and Vision / Mission / Values:
* To foster a world-class Port through excellence in public service.
* To build further on (Unified Port of San Diego culture of):
* **Accountability**
* **Courage**
* **Fairness**
* **Fun**
* **Inclusiveness**
* **Innovation**
* **Integrity**
* **Teamwork**
* **Transparency**
* To **impact, maintain and improve upon** areas Unified Port of San Diego hears from Existing and Former Employees addressing:
* Training Needs
* Management Coaching
* Opportunities and Advancement
* Supervisor Coaching
* Etc.

**What Is Included In The Presentation(s)**?

* Unified Port of San Diego People Strategy Intro (MS PowerPoint Slide Presentation #1)
* Workforce Planning (PowerPoint Presentation #2)
* Talent Selection Process (PowerPoint Presentation #3)
* Orientation / On-Boarding (PowerPoint Presentation #4)
* Comprehensive Training/Development Program (PowerPoint Presentation #5)
* Performance Management (PowerPoint Presentation #6)
* Coaching (PowerPoint Presentation #7)
* Succession Planning (Including High Potentials) (PowerPoint Presentation #8)
* Rewards/Recognition (PowerPoint Presentation #9)
* Telecommuting Program (PowerPoint Presentation #10)

**What Is Included In Each Section of the MS PowerPoint Presentation**?

* Definitions
* Observations
* Assumptions
* Solutions / Approach / Process / Protocol
* Questions
* Divisional / Department / Employee / Finance Impact