

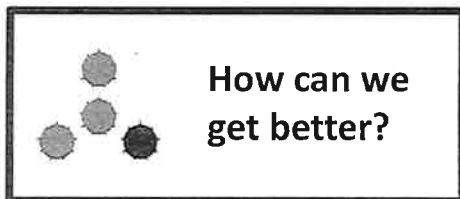
Major management efforts underway



- Establishing common approach to strategic priorities across all 16 departments (“placemats”) and supporting implementation (“dashboards”)
- Embedding new approach to have real performance measures and targets for all 600+ budget programs
- Developing new budget and performance transparency website



- People: Transforming end-to-end “talent management”
 - Merit Reform
 - Professional development (e.g., ENGAGE)
 - Recruitment (LinkedIn; integrated applicant portal)
- Structure: Supporting organizational redesign (e.g., DED, MDC)
- Systems: Developing new IT Governance and IT roadmap (e.g., ERP)



- Building common approach to management among leaders (see below)
- Recruiting for pivotal roles (e.g., Director for Operational Excellence)
- Launching “lean”/continuous process improvement initiative
- Tapping private sector expertise (e.g., Hawthorn Foundation Task Forces)



- Launching first ever cross-department leadership development programs
 - Leadership Academy: 6 month program for ~25 “emerging leaders”
 - “The Missouri Way”: 3 day seminar for ~150 leaders every quarter
- Starting regular “management memos” series for all managers

