

Managers Forum Meeting Summary
October 4, 2002

Participants: Nolan Newton, Michael Rhodes, Linda Culpepper, David Johnson, Michael Bryant, Secretary William Ross, Jimmy Carter, Chris Russo, Dempsey Benton and Steve Vozzo

Steve Vozzo began discussion with Secretaries Ross and Benton of what the Managers Forum is and is not. He discussed goals 1 and 2.

Managers Forum

IS

Dialog & Interaction
Learning Community
Session
Capacity Building (Cross functional)
Voice of Customer to Sr. Leadership

IS NOT

Training
Soap Box or Grip
Not Chain of Command

Questions Asked Secretary Ross and Dempsey Benton:

Question 1. What did you think of the last Managers Forum? Do you believe the leadership forum was beneficial?

Answer

Secretary Ross – Both sessions were useful. When the managers were able to ask questions anonymously at the last session that was good. He liked breaking the large groups into smaller groups in the first session and in the 2nd session he liked the managers' ability to ask questions anonymously. He would like to have a couple more in the next fifteen months. The second session empowered the managers.

Answer

Dempsey Benton - Questions and observations were more beneficial. Would like to see more interactions among the group itself. We need more connection among the managers (horizontal) Dynamic vs. Solving a Problem, DENR is so diverse and manager interaction will help managers understand diversity

Question 2. Leadership Empowerment is a Goal. How do we communicate with you?

Answer

Secretary Ross – Periodic feedback seems good. Optimize the number of Managers that engaged so we have more people at the table for feedback. Secretary Ross asked – Who is the target group for the forum? (Any DENR Manager down to Team Leaders)
Secretary Ross asked – How many Managers were in DENR and what level of Participation were the Managers Forums currently having? (650 plus managers with 60-80 people coming to the Forums along a lot of regulars)

Answer

Dempsey Benton – We will encourage Participation by Division Directors.

Question 3: Will you encourage Managers Participation?

Answer

Secretary Ross – Set up annual work plans that have steps to be taken to improve management skills. This plan would include Managers Forum Participation and a means to report back. This would help show managers that administration has an interest in development of managers both professionally and personally. We will help get Sr. staff more involved but need to know when and where.

Answer

Dempsey Benton – Excellent idea about utilizing annual work plans. What opportunities are there to share Managers Forum information within the Department and Divisions (Such as management group meetings)? (IRMB) (A list of department management group opportunities will be developed for work group use and administration.) The use of work plans to encourage Managers Forum Participation will be better than directives from the Secretaries Office. Possible areas to work on: effective communication. How to make best hiring decisions (outcome: staying in State Government Longer) Need to trade on Natural Commitment. Could get out to regional areas using the Sr. Leadership Forum Road Show.

AREAS OF FOCUS

Communication

Hiring (including interns, minorities and women)

Need feedback from managers.

How to engage all segments of the population (needs to be leader's job)

We need to engage the entire community or we will fail

Web Presence Target: Information on Forums and Management Topics

IT applications for career development.

Need to survey concerns. We need to send out summary of Managers

Forum Decisions and ask for input from all managers.