



ORGANIZATIONAL DEVELOPMENT FOR CALIFORNIA STRATEGIC PLAN

JANUARY 2022 – DECEMBER 2024

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About Organizational Development for California (OD4CA)

Organizational Development for California State Government (OD4CA) is a professional association of California public servants dedicated to transforming California State Government. OD4CA implements organizational development (OD) principles and best practices at all levels of the workforce. OD4CA is sponsored by CALHR.

What is OD4CA About?

Fueled by the motto “Inspire. Educate. Transform” OD4CA volunteers exposes members to the latest techniques, methodologies, tools and information to help enhance state government and create proactive “change agents.” Whether you are a line staff member, a manager, or an executive, become a part of transforming California State Government by championing OD for California State Government!

What Does Organizational Development Involve?

Organizational Development (OD) is an overarching construct that includes disciplines such as Strategic Planning, OD Assessment and Transformation, Change Management, Risk Management, Process Improvement and Organizational Improvement Metrics. OD is defined as an applied behavioral science focused on the organization as a system, OD principles and processes can be applied at all levels of the organization and can help influence the development of healthy, high performing, self-renewing organizations.

What does OD4CA do?

We host quarterly member meetings featuring OD professionals who share insights, inspire change, and educate and motivate government employees. We inform our members about available OD-related state jobs, resources, and networking opportunities. Join us and get involved in bringing positive change to your organization!

This group is for current California State employees only. Become a member of OD4CA by attending one of our quarterly presentations and providing your contact information. To learn more visit www.OD4CA.com.

OD4CA Accomplishments

OD4CA began as an Organizational Development Special Interest Group in 2015 in partnership with California Network of Learning Professionals (CNLP). In 2018, OD4CA grew into Organizational Development for California.

Since 2018, OD4CA has achieved the results below:

1. Established the OD4CA.com internet site.
2. Established the OD4CA LinkedIn site with nearly 100 members.
3. Established a board of directors.
4. Increased membership to over 350 state employees throughout 84 state departments.
5. Conducted 13 workshops to over 650 organizational development members.
6. Transitioned to CalHR sponsorship.

OD4CA Mission, Vision, and Values

Mission:

Establish and maintain a platform to expand the awareness, adoption, knowledge, and overall impact of organizational development work in California state government across all its diverse areas of service.

Vision:

OD4CA elevates Organization Development *practices* to improve state service outcomes.

Values: Inspire, Educate, and Transform

OD4CA Strategic Goal Areas

1 BOARD – DOCUMENT POLICIES AND PROCEDURES

Formalize the documentation of OD4CA board policies and procedures.

2 STATE SERVICE

Develop relationships, build partnerships, and collaborate with CalHR to improve how OD4CA influences California departments.

3 MEMBERSHIP

Develop, engage, and expand OD4CA membership.

4 COMMUNICATION

Build awareness of OD4CA throughout the state, educate members, and develop methods to communicate organizational development.

Goal 1: Board – Document Policies and Procedures

Formalize the documentation of OD4CA board policies and procedures.

1.1 Identify areas and develop criteria for those areas that are in need of policies and/or procedures to formalize the OD4CA structure.

1.2 Create timelines to develop policies and procedures for consistency in sharing best practices, achieving accomplishments, bringing on new members, onboarding new board members, and promoting OD4CA so that the OD4CA organization understands organizational process.

1.3 Refresh the OD4CA Charter to be sure it is current and in line with how OD4CA has evolved over the past few years.

1.4 Identify a central location to house OD4CA policies, procedures, marketing, education, historical, and charter information for easy access to OD4CA content for OD4CA members and board members.

Goal 2: State Service

How OD4CA influences California departments

- 2.1 Define and develop the relationship with CalHR to better accomplish the objectives 2.2 through 2.6.
- 2.2 Build on the OD4CA relationship with CalHR.
- 2.3 Educate CalHR about the need to move from a working title to a designated classification for Organizational Development so that the OD position is a respected, recognized, uniform position across the state.
- 2.4 Improve the partnership with CalHR to educate all state departments recognize the value and importance of organizational development.
- 2.5 Standardize language across departments to improve cross-departmental communication and allow for easier knowledge transfer.
- 2.6 OD4CA Partner with CalHR to define and influence Cal HR organizational development training. that defines organizational development and educate state departments on why organizational development is important.

Goal 3: Membership

Develop, engage, and expand OD4CA membership.

3.1 Better understand the OD4CA membership needs so that OD4CA will be able to better engage, educate and, grow OD4CA members.

3.2 Research and implement methods that enhance existing efforts to build organizational development awareness, add value to members, improve networking opportunities, to better connect OD4CA members with the organizational development profession.

Goal 4: Communication

Build awareness of OD4CA throughout the state, educate members, and methods to communicate organizational development.

4.1 Maximize use of existing tools (podcast, website, blog post, posters in offices, LinkedIn posts, email etc.) to increase member engagement and provide a return on investment for OD4CA members and their employers.

4.2 Establish OD4CA organizational development ambassadors to distribute educational materials to build OD/OD4CA awareness throughout state departments.

4.3 Explore and develop material for the use of supportive tools (such as signature lines, icon, linked in group, in areas (pull from chat) to promote OD4CA and build awareness of OD, awareness of the position, awareness that OD4CA values membership.