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asian pacific state employees association

2012 Symposium November 8, 2012



NAVIGATING LEADERSHIP CHALLENGES AND EEO IN A CHANGED WORLD

## LEADERSHIP PERSPECTIVES

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Hi! I'm Jodi Traversaro and I think I have the greatest job in State government. At CalHR I oversee the State's learning and employee performance management programs. My team helps train all State employees so they can be successful in their current and future roles in state government. Statewide trainers are passionate about sharing knowledge and resources. So what we do is just that... we share everything. My job is basically a giant crowdsourcing project. We

post everything we can on our public website so we can reduce duplication and costs... and benefit from each other's talents and work.

Did you know that an average of 850 State employees are retiring every month? Many of these folks are in leadership positions. That's why I am so excited to be a part of the APSEA Leadership Symposium. We desperately need to provide learning and networking opportunities like this for our current and next generation of diverse State leaders. We need to accelerate learning and increase available, accessible learning opportunities --- all during a time when there are few resources, time/money to deliver, pay for or attend.

So how do we do this? Through technology and collaboration! Our world has changed drastically since I started state service 20 years ago. People can work, learn, and collaborate online through their PCs, smart phones, and tablets at any time anywhere. High quality on-line learning and resources are being offered for free through the State Library, Khan Academy, iTunes University, Coursera and EdX. And with technology providing accessible, free or low cost tools to meet and collaborate – we can effectively and efficiently lead, manage, serve, and train our diverse workforce. I fear if we don't respond to the changes occurring all around us now, we'll lose our top talent and essential government services to the people of California will be impacted.

One aspect of this event I find most valuable is the 2:00 pm to 5:00 pm Secretaries Round Table panel discussion on leadership and innovation. For the first time, we will be able to listen in on discussions from members of the highest levels in state government. Experiencing their passion about their agency/department/board mission, vision, direction and challenges will inspire me. It will help all of us align employee and program services and program performance with the

passions, expectations, and needs our top State leaders. It will give us a line of sight to the desired outcome.

I hope you'll join me in attending this rare occasion. And don't forget to take DFEH Director Phyllis Cheng's Sexual Harassment Prevention training in the morning. It's mandated for all state supervisors every 2 years, it's endorsed by DFEH, CalHR and SPB and your training manager will be grateful if you take it without a reminder!

**Event Links:** (Don't miss the Early Early Bird Registration Closure August 31, 2012 to obtain the best registration rate!)

- [Online-Registration](#)
  - [Event Brochure](#)
  - [Event Endorsements, Sponsors, etc.](#)
  - [Innovative Leadership Award Guidelines](#)
  - [EEO Hero Award Guidelines](#)
  - [Sponsorships](#)
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Please check out CalHR's new "one-stop-shop" training website at [www.calhr.ca.gov](http://www.calhr.ca.gov) and click on training.