

Program #72017B - Job Rotation

5/7/2015

Department: County Management **Program Contact:** Travis Graves

Program Offer Type: Innovative/New Program Program Offer Stage: As Proposed

Related Programs:

Program Characteristics: One-Time-Only Request

Executive Summary

Workforce development and succession planning are an urgent priority. As the Baby Boomer generation retires, leadership and mission-critical positions are difficult to fill. To facilitate knowledge transfer before retirements occur, many industries endorse job rotation programs as a best practice with substantial return on investment (Rothwell, 2005). Central HR proposes funding a limited duration position for a mid-career manager to develop key leadership competencies including championing the research, development, and implementation of an interdepartmental job rotation model.

Program Summary

As part of its ongoing support of workforce development and succession planning, Central HR (Talent Development) will offer a promising mid-career supervisor or manager a year-long professional growth opportunity to build key leadership competencies, including strategic planning, organizational development, change management, and project management. They will have the opportunity to apply these competencies through co-planning and co-facilitating countywide projects and initiatives with seasoned Talent Development managers.

Establishing this position will satisfy two major goals. First, it creates a job rotation that enables a mid-career supervisor or manager to gain a more systemic perspective of Multnomah County through work in another department. Second, as a specific enterprise project the position champions, it will help create the infrastructure--including pilot projects-- researching and establishing a program to support the creation of five additional rotational positions in other departments, in support of the best practices in succession planning.

Performance Measures								
Measure Type	Primary Measure	FY14 Actual	FY15 Purchased	FY15 Estimate	FY16 Offer			
Output	Train 150 managers/supervisors in Workforce Development and Succession Planning	0	0	0	150			
Outcome	Assist departments to identify 5 rotational positions to develop and support using the new model	0	0	0	5			

Performance Measures Descriptions

Legal / Contractual Obligation

There is no legal or contractual obligation for this kind of programming.

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2015	2015	2016	2016
Personnel	\$0	\$0	\$153,380	\$0
Total GF/non-GF	\$0	\$0	\$153,380	\$0
Program Total:	\$0		\$153,380	
Program FTE	0.00	0.00	0.00	0.00

Program Revenues					
Total Revenue	\$0	\$0	\$0	\$0	

Explanation of Revenues

This program is supported by General Fund revenues.

Significant Program Changes

Last Year this program was:

New program offer. The addition of this limited duration position expands the County's commitment to workforce development and succession planning.

While this position is requested as a one-time-only offer, if this program is successful it may be requested in future years.