

# Departmental Staff Engagement Plan

## Updating Organizational Structure

July 2016



As California State Parks moves forward in the organizational update process, continued engagement with key internal and external stakeholders will be a critical component in the development of the future State Parks organization.

- From July through September, the director along with key staff will conduct meetings with both headquarters and field staff to discuss and develop ways to update the organization of the department. Included will be a discussion of how the field is organized into districts across the system.
- Discussions will inform the development of new field district boundary maps and organizational charts. The field organizational structure will be reflective of any district boundary changes.
- The newly developed organizational structure will be outlined in the department's operational transition plan, which is a state report that describes how a state department transitions from the current organizational structure to the new structure. This report is anticipated for fall 2016.

The engagement plan is summarized below:

### Headquarters Engagement

- *Division Meetings:* To begin in early July with deputy directors and their program management teams to discuss the organizational update project, the goals and each division's specific improvement opportunities. Additional meetings will occur as needed to further develop options.
- *Topical Meetings:* In some cases, discussions are needed with departmental experts to discuss specific topics, such as the department's grant programs across various divisions. In such cases, it makes sense to have topical meetings that bring experts from various divisions together to share ideas on the topic. These meetings will begin in July.

### Field Engagement

- *District Management Boundaries:* Meetings to begin in mid-July with district superintendents to discuss ways to reorganize district boundaries in a manner that benefits delivery of services, benefits operations, and improves opportunities for staff development.
- *District Organizational Structure:* Meetings to begin August with district superintendents and core team managers to discuss models for operating field districts across the state.