

Maintaining a Quality State Workforce “Skills of Effective Public Sector Managers”

Little Hoover Commission

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Carol D. Chesbrough

Chief Deputy Commissioner

Department of Financial Institutions



“We have a tendency to blend management with leadership and the two are different. Management will get the tools of battle, the people and equipment to the right place at the right time but leadership will determine who will win the battle. Leadership is emotional and management is technical ...”

Retired WWII General



Goals

- Help managers and leaders meet the challenges of everyday business and maximize their potential
- Support managers and leaders and their continuous development
- Develop excellence in management and leadership to achieve the organization's vision and mission

The Outcomes

- PRESERVE excellent performance
- STRENGTHEN individual advancement
- PREPARE managers and leaders for the right positions at the needed time
- RETENTION through motivation and education

Here's Why...

In the next 2-5 years,
70,000 or 34% state
employees will be
eligible to retire

This produces a wide
gap as senior managers
and leaders leave



“Nothing Will Ever Be Attempted If
All Possible Objections Must First
Be Overcome”



Proposal: Leadership and Performance Institute

- Sustainability of performance is directly related to investment
- Need for overarching statewide institute to train all managers and leaders
- 1% increase in productivity equals 2,500 new PY resources

Built to Last



- 4 Pillars of Training: competency, character, leadership & management
- 10 Point Plan
- Leadership & Performance Institute
- Sustained support