



The Missouri Executive Partnership Program

State of Missouri Leadership Academy – Capstone Project, Team C

Meet our team!



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The State of Missouri has an opportunity to accelerate change by placing executive-level talent into government service



Government entities, including the State of Missouri, have benefitted from external talent to get results



State of Missouri Task Force on Fleet Management

Experts from eight private sector companies worked together to identify more than \$2 million in potential savings.



CITY OF NEW ORLEANS

City of New Orleans post-Hurricanes Katrina and Rita

In the aftermath of Hurricanes Katrina and Rita, loaned executives used their skills, leadership, resources, and connections to move forward with rebuilding efforts in a timely and effective way.



California Health & Human Services Agency

California Health and Human Services Agency

An executive-level fellow helped create infrastructure, processes, and approaches for the sustainable collection, use, and analysis of internal data to improve client outcomes.



Why stakeholders want to be involved



The ability to drive change at an accelerated rate

The presence of the loaned executives—with their skills, leadership, resources, and connections—helped key departments within the city to move forward with rebuilding efforts in a more timely and effective way.

–Stepping Up: Loaned Executive Programs as a Tool to Improve Community Capacity, Foundation for the Mid South.



Deloitte.

External emerging leaders receive executive-level experience

Companies value skills-based volunteerism as a means to improve leadership skills and demonstrate accountability.

Emerging executives may find such opportunities valuable as a leadership development experience.

–2016 Deloitte Impact Survey: Building Leadership skills through volunteerism



Increased collaboration and insight between public and private sectors

“Participating in the Fleet Management Task Force has been very worthwhile, allowing participants to forge ongoing alliances and compare best practices within our own fleets.”

–Sherry Montgomery, AT&T Fleet Operations



Investing in talent and technology to move Missouri forward

"Missourians have high expectations for their state government and their government should be as reliable and responsive as any other organization in their daily lives . . . We will invest in our state workforce, their skills, and technology to be more effective, efficient, and deliver better outcomes for its citizens."

–Missouri Forward, Governor Parson's
FY 2020 Budget and Legislative Priorities

“All agree getting the right people with the right skills in the right positions is critical to serve Missouri’s citizens.”

–State of Missouri COO Drew Erdmann,
following a work session with department
deputies



We have critical unmet management experience needs where executives could make a difference

Data-Driven Management

Developing cross-department data strategy and roadmap

Analyzing program data to improve program design (e.g., waste, fraud, and abuse prevention)

Designing new performance management systems to support decision-making (e.g., automated management “dashboards”)

Talent Management

Building out talent recruitment best practices, staffing, and structure for State of Missouri

Providing executive coaching and leadership development assistance to senior leaders

Implementing retention strategies for high turnover positions in departments

Strategic Communications

Building effective internal communications strategies that resonate with staff

Establishing robust external engagement structures to regularly engage, inform, and educate citizens

Leveraging marketing and social media effectively to achieve objectives



We propose a two-track approach to access external expertise

Loaned Executive

An executive-level private sector subject matter expert who shares their expertise with the State of Missouri on a temporary basis.

Term and Pay

- 3-6 month projects
- Salaries and benefits are covered by the executive's employer

Critical Statewide Initiatives

- Data-driven management
- Talent management
- Strategic communications

FUSE Corps Fellow

FUSE Corps is a national non-partisan, non-profit organization established to link skilled professionals with government entities to address critical projects. A FUSE Corps fellow is a passionate leader with at least 15 years of professional experience.

Term and Pay

- 1-2 year projects
- Costs can be covered from a variety of sources including foundations, private sponsors, or internal department budgets

Department of Labor and Industrial Relations

- Utilizing Data-Driven Strategies to Improve Client Outcomes

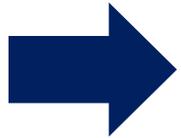


Potential partners for Executive Partnership Program

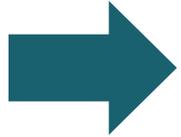
	Data-Driven Management	Talent Management	Strategic Communications
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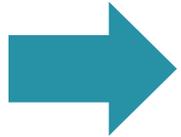
Recommended next steps within 90 days



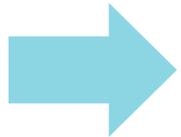
Host organizational meeting between DOLIR and OA Division of Personnel to discuss governance model and shared responsibilities



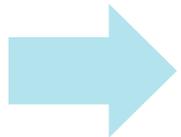
For Loaned Executive and FUSE Corps tracks, approach deputy directors at July 31 Deputies Meeting to discuss Missouri Executive Partnership Program



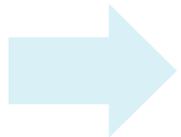
Identify and scope projects



Utilizing draft strategic communications, finalize deliverables with Governor's Office



Identify lead contact for prospective external partners



Proceed with Governor requests



We recommend a shared ownership model

A shared ownership model with a governance committee structure will prevent ownership of the Missouri Executive Partnership Program from being a heavy lift for any one agency.

Missouri Executive Partnership Program Governance Committee



DOLIR: Lead role in establishing the program and getting it “off the ground”



OA Division of Personnel: Administrative and logistical support



Governor’s Office/COO: Strategic initiative guidance



DED: Private sector partnership coordination and due diligence

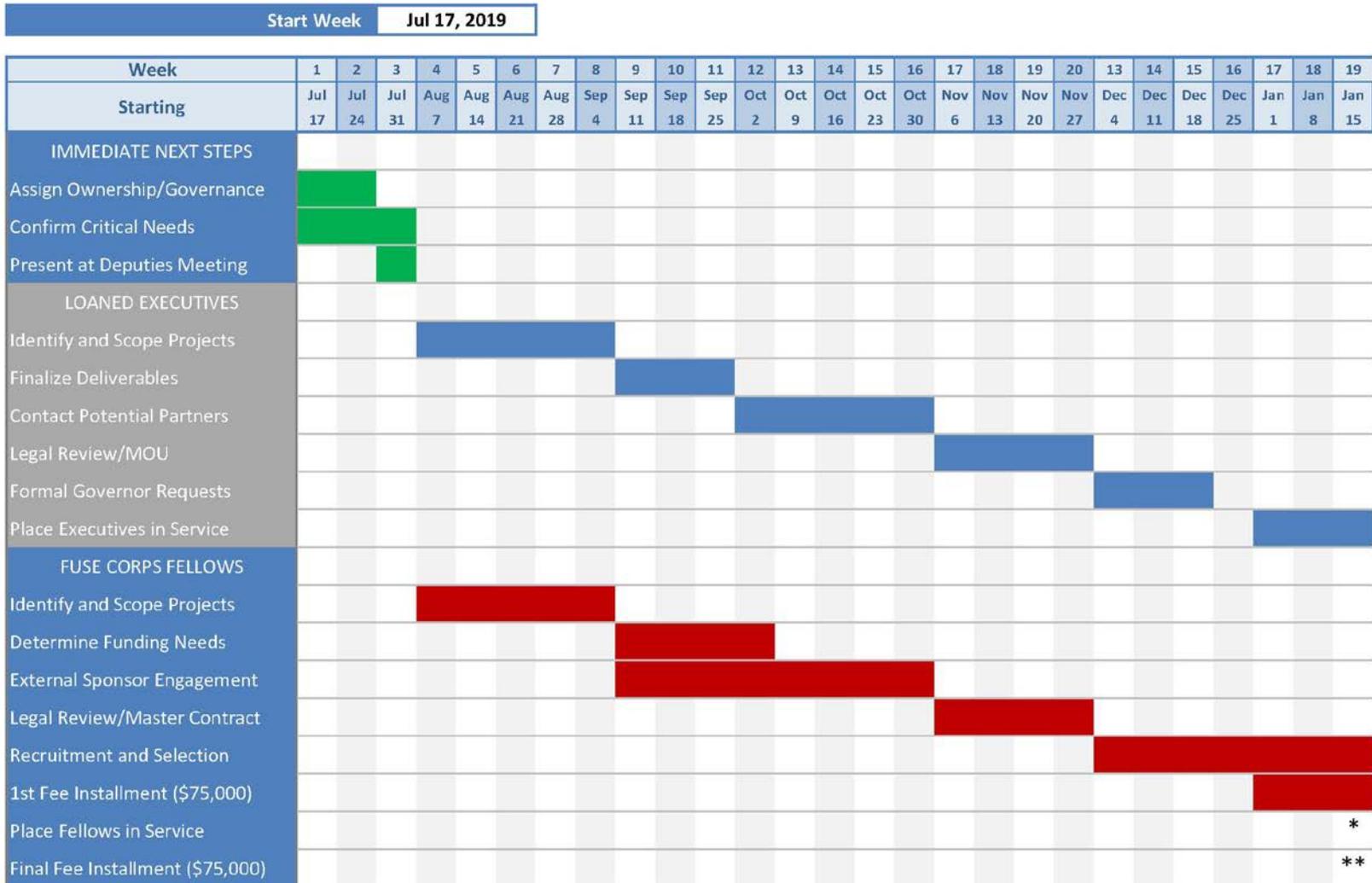


DHE: Academic partnership coordination

Recommended six-month implementation timeline

Missouri Executive Partnership Program

Gantt Chart



* Fuse Corps Orientation begins in late March and Fellow is placed into service in April 2019

** Final Installment for "Spring Cohort" is due in July 2019



Thank you for your time and consideration!

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Appendix

Appendix A – Interviews and Research

Appendix B – Executive Summary

Appendix C – FAQs

Appendix D – Sample Legal Agreements

D.1 Loaned Executive – MOU

D.2 FUSE Corps – Contract

Appendix E – Draft Communications

E.1 Letter of Request

E.2 Talking Points

Appendix F – Scoped Project – DOLIR