

PRESENTATION



Item #: 6.c

Meeting Date: September 20, 2024

To: Board of Directors
From: Berta Torres, Director of Human Resources
Approved by: Felipe Melchor, General Manager

Subject: TRAITS Leadership Development Program Update

RECOMMENDATION - Informational Only.

BACKGROUND AND DISCUSSION

In January 2023, ReGen's Management Team embarked on a leadership development program, consisting of six (6) half-day workshops, covering a variety of leadership topics, a strengths assessment (Rhodes' Thinking-Intentions Profile), followed by individual coaching sessions with a leadership coach. The program was designed by Dr. Barry and Jeanne Frew from Frew & Associates in consultation with the General Manager and Human Resources Director and incorporated ReGen's Core Values, aka TRAITS, which were adopted by the Board as part of the Strategic Plan the previous year. Enclosed is background information of Dr. Barry Frew and Jeanne Frew ([Attachment A](#)).

The purpose of the program was to provide participants with a learning opportunity to help them grow as individuals, leaders and as a team. The program was rolled out in three phases. Phase 1 participants included all Supervisors, Manager and Directors for a total of 24 participants. In Phase 2, the same participants attended two workshops on the topic of "difficult conversations" and continued with the individual coaching sessions. A new group of participants was added in Phase 3 (shift leads, coordinators and new supervisors) and workshops covered most of the Phase 1 program.

The learning continues and Phase 4 is under development, based on feedback from the program participants with projected rollout in the Fall 2024.

Dr. Barry Frew will be presenting the Board of Directors an update on the learning program at the September Board meeting and will be happy to answer any questions. ([Attachment B](#))

FISCAL IMPACT

The investment in leadership development for 2024/25 is approximately \$50,000 and is included in the FY 2024/25 budget.

CONCLUSION

Leadership succession and creating team cohesiveness and organizational alignment are priorities of the General Manager to ensure ReGen has the capacity to meet its strategic priorities now and into the future. The TRAITS Leadership Development Program supports this endeavor.

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