

# Human Resources – Area Council

April 3, 2024 – 11:30 – 1:00 p.m.

Attendees in **BOLD**

<b>J. Miyashiro</b>	M. Peralta	<b>M. Rogers</b>	J. Ishikawa	<b>R. Swain</b>
Maria Smith	<b>M. Lopez</b>	<b>R. Gonzalez</b>	<b>N. Streicker</b>	<b>A. Florentino</b>
<b>R. McCoy</b>	<b>P. Jones</b>	<b>C. Conners</b>	<b>A. Webb</b>	<b>C. Nguyen</b>

Jane shared an informative video about the differences between strategy and planning. As explained in the video, “strategy planning” is often linked together, but they are not equal.

A strategy is a set of choices to position an organization on a playing field of choice in a way that you can “win” or outperform competitors. It is a coherent, doable theory that is transferable into action. A plan is a list of action items or things to do that, if done well, will change the strategy theory into a reality. There’s no control over a strategy; it can’t be proven in advance or be guaranteed. A strategy is what an organization wants and believes will happen if aligned action plans are implemented well.

Following the HR Area Retreat that took place on February 28, 2024, the HR management team reviewed the Comprehensive Integrated Plan, data collected from the HR Organizational Alignment Survey, the Employee Engagement Survey, the New Hire and Exit Surveys and developed a five-year People Plan. The People Plan is similar to the more commonly known “Staffing Plan” but is more robust and connected to enrollment goals. The People Plan consists of 5 strategic pillars that, if enough time/effort/resources are funneled into the 5 strategic pillars, then it is theorized that employees and students who work or attend El Camino will experience the greatest levels of service, efficiency, and feelings of inclusion far and above our competitors which will translate into student enrollment and retention.

The 5 strategic pillars include the following:

1. Our Workforce – cultivate work capabilities that will positively impact students
2. New Talent – talent that is student-focused and service-oriented
3. Employee Relations – effectively manage labor relations
4. The Employee Experience – foster an inclusive, collaborative campus culture
5. Leadership – strengthen and develop effective leadership behaviors

In addition to the 5 strategic pillars, the HR management team also developed goals, key initiatives, and metrics that would fall under each strategic pillar. Jane went through the People Plan slide deck presentation and asked the HR Area Council members if anyone had questions or edits to add to the People Plan. No edits were suggested.

Jane informed the HR Area Council members that she has been meeting one-on-one with each manager that participated in the HR Organizational Alignment Survey and clarifying

any concerns or suggestions documented by management in the survey. Topics of discussion have included:

- Benefits
- Communication
- Evaluations
- Inclusion
- Job Descriptions
- Onboarding
- Policies
- Recognition
- Recruitment
- Search Committees
- Technology
- Training

As more feedback is gathered from these one-on-one meetings, Jane will add more information to the list. Jane advised that members of the HR Area Council work with their direct supervisor to brainstorm ideas and specific solutions to the areas of concern raised.

Jane informed the HR Area Council that the People Plan will be going through the collegial consultation process. After finishing that process, the People Plan will be brought back to the HR Area Council for one final review of all the edits/changes/suggestions that were made through the collegial consultation process.