

03.08.12 | Board Meeting

Building a Strong Organization

-Employee Development

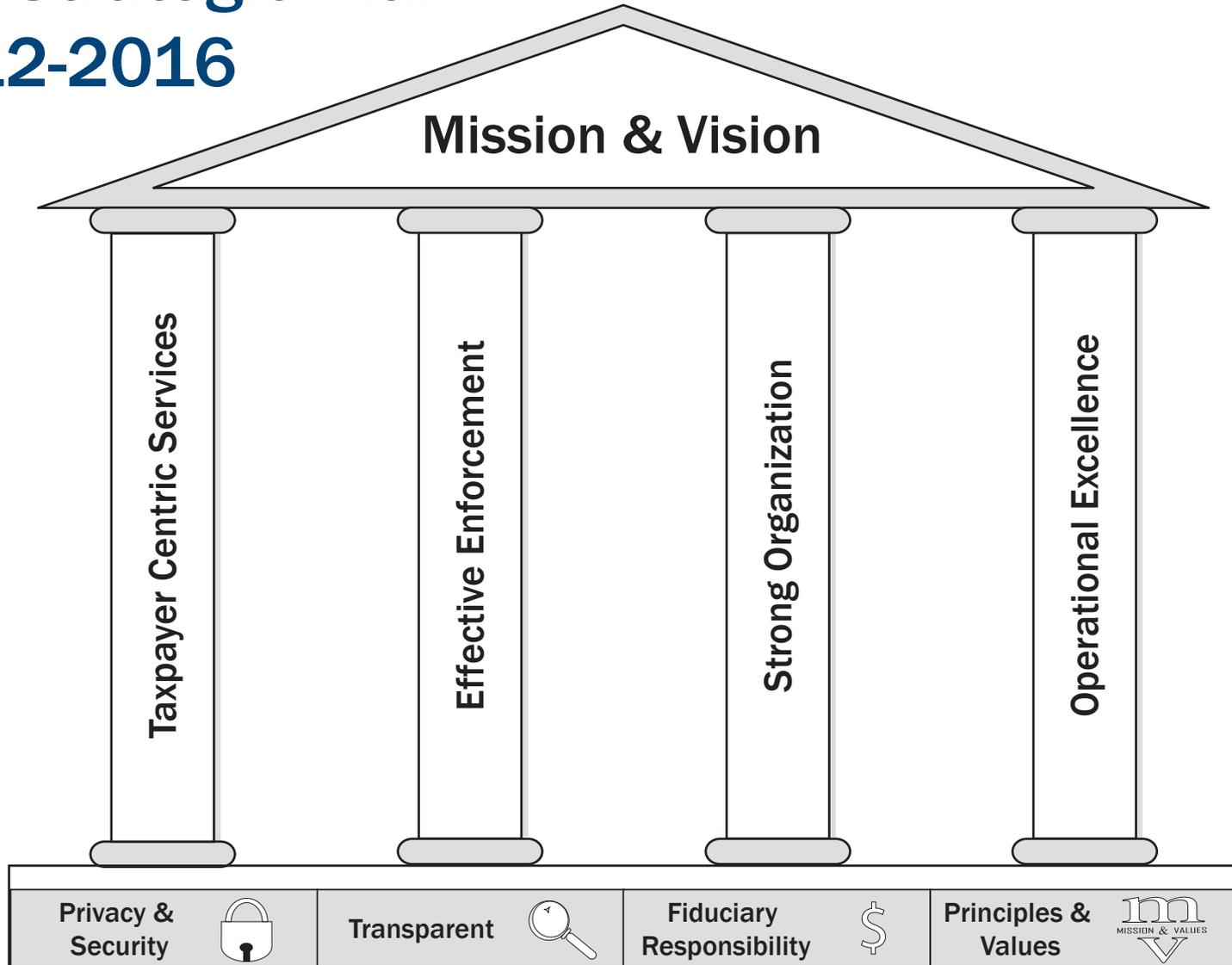
[FTB]

Paul Ogden

Administrative Services Division

Franchise Tax Board

FTB Strategic Plan 2012-2016



FTB Mission Statement

Our mission is to provide the services and information to help taxpayers file accurate and timely tax returns and pay the proper amount owed. To accomplish this mission, **we develop knowledgeable and engaged employees**, administer and enforce the law with fairness and integrity, and responsibly manage the resources allocated to us.

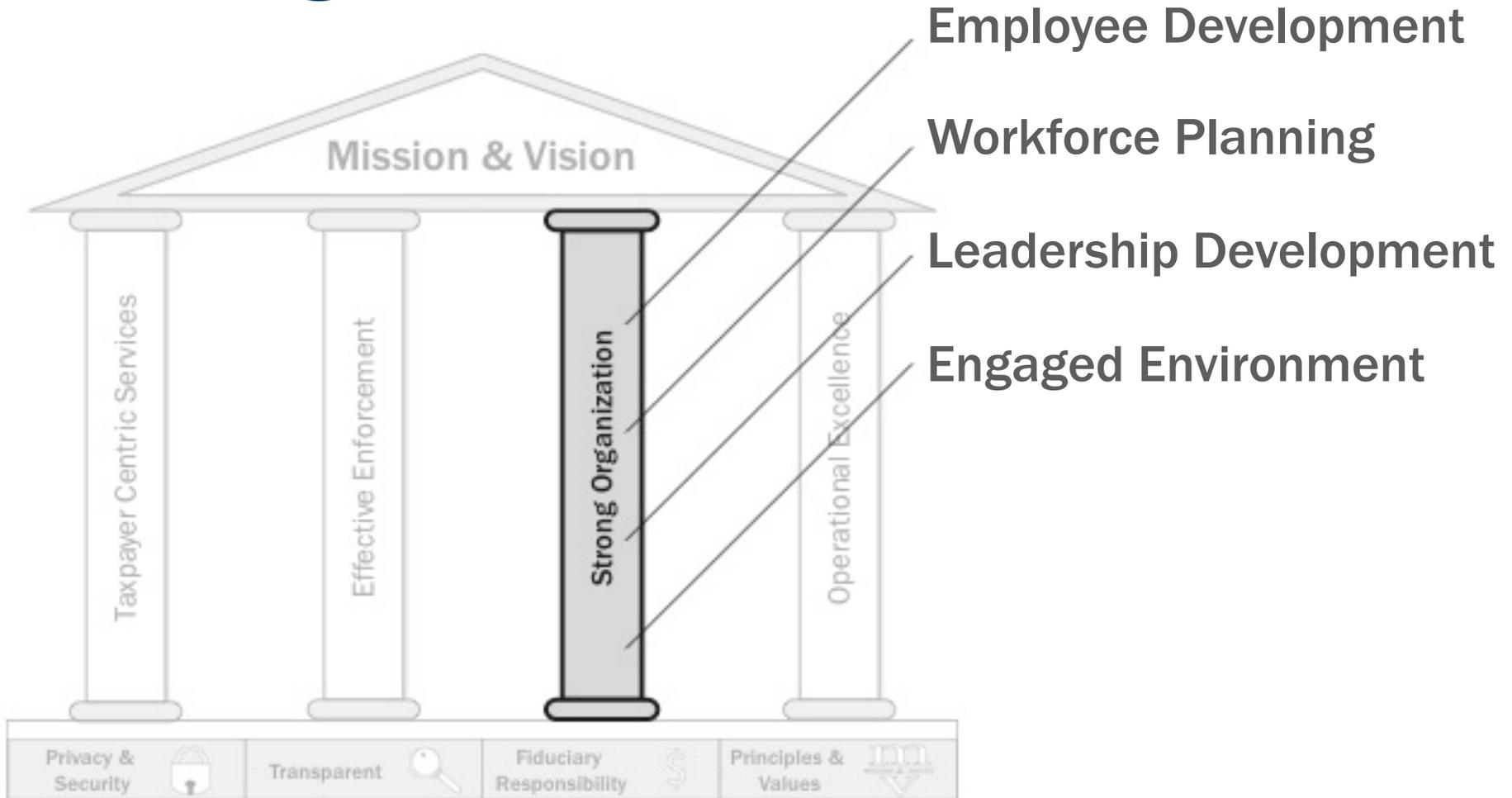
Strong Organization

We will invest in a strong organizational culture that develops employees as leaders, challenges and empowers them in their jobs, and helps them achieve their fullest potential.

Strategies

- **Identify training needs and provide employees the opportunity to develop and grow.**
- Establish workforce planning as an operational norm.
- **Create a leadership development program to address the needs of leaders at all levels.**
- Create an environment where employees have greater ownership and accountability for their work and the opportunity to make increasingly independent decisions.

Strong Organization Strategies



Positioned to Succeed

- **Organizational Development Action Committee**
- **Organizational & Employee Development Services**
- **Leveraging Existing Programs**

Building On Success



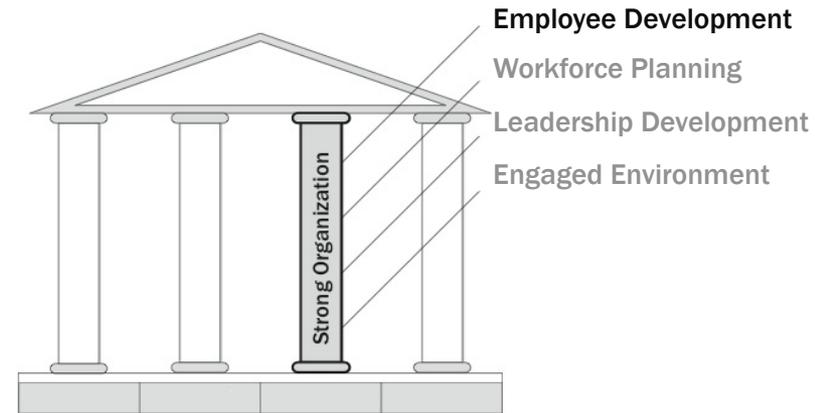
LEADERSHIP DEVELOPMENT:

- Growing Future Leaders
- Management Development Program
- Executive Assessment and Development Program
- Management Rotations
- Enterprise Coaching and Mentoring

Building On Success

EMPLOYEE DEVELOPMENT:

- Analyst Development Resource Center
- Six Steps to Success
- Training Manager Team
- Organizational Change Management



Questions?

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