

# The Oregon Management Project

Building the team to lead innovation across state government and to tackle complex problems.

## The Problem:

State government's relationship with managers is broken and our philosophy as an employer is woefully outdated. To deliver the improved operations and outcomes Oregonians, the Governor and the Legislature envision, the state must develop, retain and attract leaders with the necessary skills and abilities. To that end, we need to bring our employment system for managers into the modern day.

## The Solution:

This project will outline options for greater flexibility in total compensation, improved training and accountability programs that focus on outcomes, as well as better ways to recruit and support the right people, in the right job for the right amount of time.

## The Work:

In 2013, Oregon's Enterprise Leadership Team organized a project team to begin improving the current system by developing a series of recommended legislative and administrative actions over the next few years. The package will define Oregon's management philosophy, our system of classification and compensation, and our recruitment, retention and training practices.

As a primary step, we've engaged professionals who have helped other states successfully update their classification systems, and initiated a comprehensive market comparison to develop a clear and useable classification system and a transparent, competitive and responsible compensation structure.

## The Outcomes:

- Oregon has a management team with the skills and abilities to engage diverse stakeholders to solve the complex challenges facing the state.
- Managers have the right tools and training.
- Greater flexibility to hold managers accountable to outcomes.
- Compensation is tied to outcomes and pegged to the market.
- Oregon attracts the best and brightest leaders possible to state service.
- Stronger managers will help foster engaged and empowered employees.
- Oregon's leadership is diverse and reflects the population.