

An Initiative to Strengthen Collaboration, Communication, and Professional Growth



Commonwealth Leadership Academy Group #5

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Purposes of the Initiative

Enhance Collaboration

Create a unified 'One Commonwealth' culture by building an active network of professionals

Improve Agency Performance

Drive innovation and efficiency by embedding subject-matter experts and fresh perspectives

Broaden Employee Understanding

Offer immersive experiences with hands-on learnings

National Landscape: Interagency Exchange Programs

Virginia can learn from established programs across the country. Key components are remarkably consistent.

Element	Federal IPA	Oregon	California	Washington
Written Agreement	✓	✓	✓	✓
Voluntary	✓	✓	✓	✓
Retain Home Status	✓	✓	✓	✓
Duration Limits	2–4 years	Specified	24–36 mo	Specified
Cost-Sharing	Negotiable	Sending agency pays	Sending agency pays	Not specified

Virginia State Agency Research: A Survey

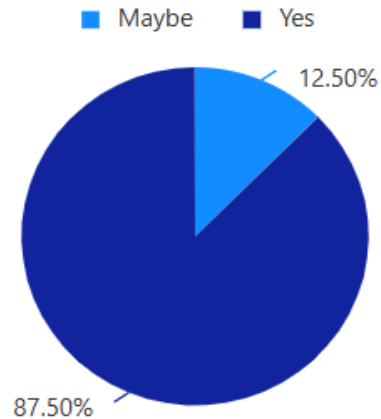
- Number of agencies represented in responses: 16
- Numbers of individual responses received: 40

88% of survey respondents would find value in a targeted, cross-agency support program.

Qualitative feedback		
Agency roles best fit for program	Logistical challenges	General comments
Mine inspectors Administration Finance, HR, procurement, fiscal Technical teams Emergency coordinator Technology, fundraising Fleet management Environmental Project management Change management	COV account access Workload Fiscal accounting for travel Limited resources Travel and accommodations Administration transition May need training to complete some tasks	Great idea!!! Fully in support of this Could be interesting as agencies operate differently Would be very helpful when there are key vacancies and immediate needs See great value in this project proposal Offers valuable opportunities to learn

Research: Additional Key Survey Results

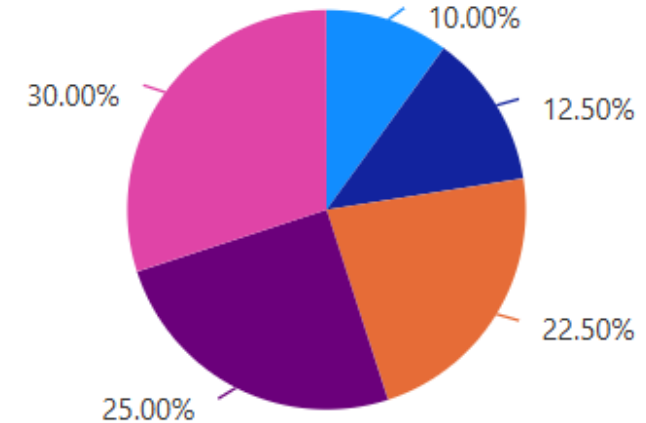
3. Do you believe your agency would benefit from having access to experienced staff in other agencies to provide targeted assistance and training?



n = 40

6. What duration do you believe is appropriate for to provide targeted assistance from one agency to another?

■ Portion of a day ■ More than a month ■ Month ■ Day ■ Week

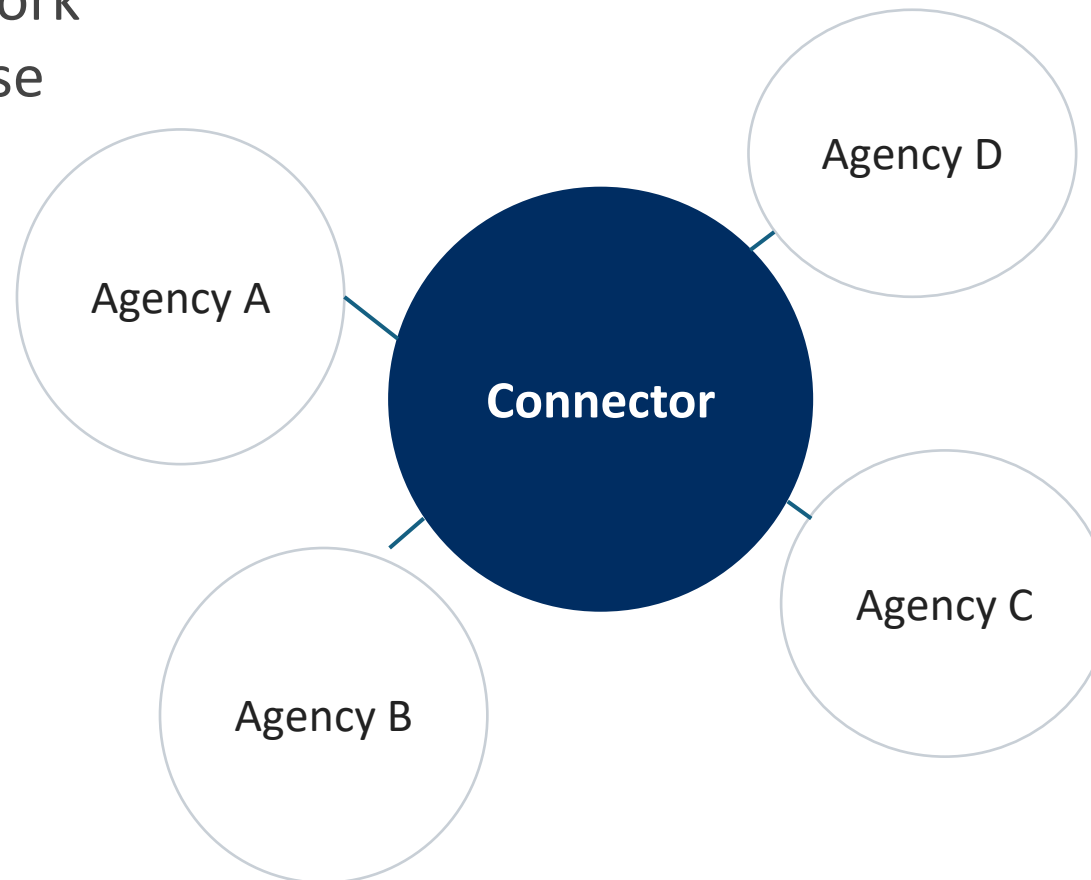


n = 40

The Solution

The Commonwealth Connector

- A scalable framework
- Targeted to purpose



The Difference Between the Commonwealth Connector and Other Existing Leadership Programs

Existing Leadership Programs

- Focus on developing individual leadership
- Examples: VCU GEHLI, CMP, internal mentorship/cohort programs

The Commonwealth Connector Difference

- Geared toward improved agency performance

Three Tiers of Engagement



Tier 1: Shadowing

Short-term observational experience



Tier 2: Loaning

Time-limited deployment for targeted need



Tier 3: Exchanging

High-impact, two-way placement for mutual benefit

Program in Action: High-Value Use Cases

SHADOWING – IT Modernization

Scenario: VRC needs cloud architecture expertise for an RFP

Outcome: DPOR IT chief provides direct engagement

LOANING – Curriculum Development

Scenario: Brightpoint CC finance lead retires, creating a gap in a critical process.

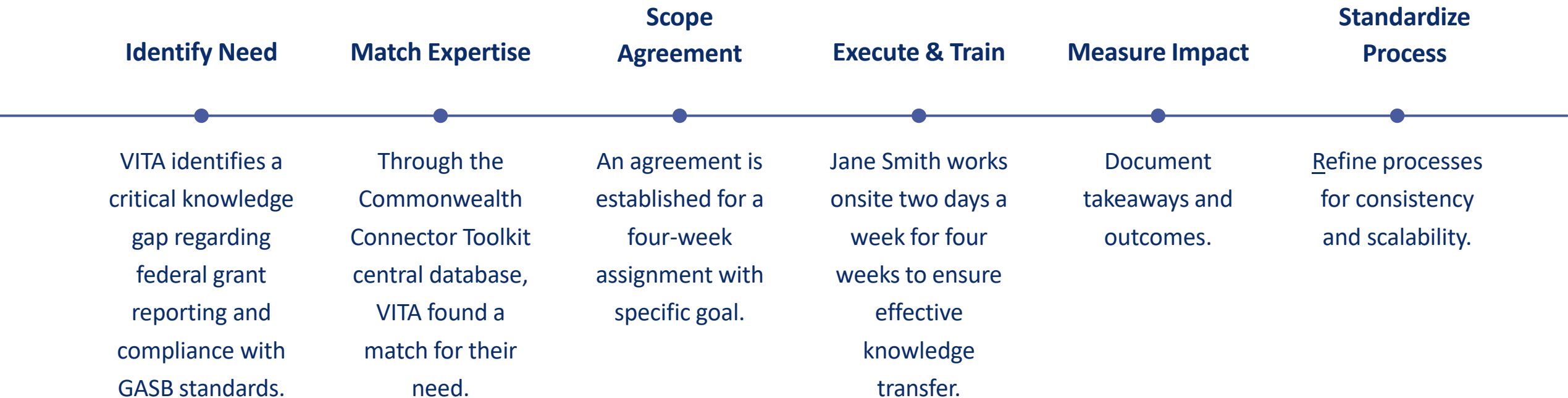
Outcome: J. Sargeant Reynolds CC loans its accounting manager

EXCHANGING – Regulatory Compliance

Scenario: DEQ and VDOT collaborate on stormwater inspections

Outcome: Shared best practices

A Collaborative Six-Step Process



The Commonwealth Connector Toolkit

A comprehensive set of resources
for a smooth, consistent,
effective program



Essential Tools

Streamlined resources
for smooth, consistent
program implementation



Process Management

Providing all necessary
resources for operational
efficiency



Centralized Database

Single source for
participant info and
project tracking

Marketing the Commonwealth Connector



The Commonwealth Connector (Created for CLA Group 5)

An official website of the Commonwealth of Virginia [Here's how you know](#) ▼



Find a Commonwealth Resource

Commonwealth **Connector**

[Overview](#)

[How It Works](#)

[Toolkit](#)

[FAQs](#)

[Get Started](#)

Commonwealth Connector

An initiative to strengthen collaboration, communication, and professional growth across Virginia state agencies.

[Learn How It Works](#)

[Request Support](#)





The Steering Team:

Momentum in Transition

- Develop a Steering Team to keep Commonwealth Connector input and momentum going during Gubernatorial and agency transitions
 - Senior leaders from diverse roles across COV agencies
 - CLA project team will convene virtual meetings monthly

**Interested?
Let's connect -
thank you!**

Questions?



Commonwealth Connector website