

City CONNECTION

May 13, 2015

A Weekly Publication for City of Phoenix Employees

Meet this week's featured employee, **Richard Adkins, Parks and Recreation Department Arborist**. View his Doing What Matters video at <https://www.phoenix.gov/phxtv/phxtv-media/video/2707>

What's new in Human Resources?

Do you want to be more involved in your own professional development? Do you prefer a self-paced learning approach? Do you believe there are multiple ways to learn in and out of a classroom? If you answered "yes" to these questions, then find out more about the upcoming changes in our Employee Development Division.

What's changing? The Human Resources Department's Employee Development Division (ED) is becoming Organizational Development (OD). It's not just a name change; it's the city's new approach to learning! As a progressive learning organization, we want to be ready to tackle the demands of an ever growing, multi-generational 21st century workforce. One way to accomplish this is to change how we look at employee development.

Our OD vision is to foster a culture that engages employees to achieve individual, and organizational excellence. Our mission is to provide consulting and learning solutions, while collaborating more with employees and leaders to determine the best learning approach to improve performance.

What will look different? More personalized consulting and development discussions will take place between the OD Consultants, our leaders, and our "learners." Our new OD philosophy will incorporate more than traditional classroom training by adding more flexible and blended learning processes. The "one-size-fits-all" training will change. This means the OD Division and its staff of OD Consultants will assist you, as our customers, with consulting services, change and culture management, strategic planning, talent development, individual coaching, and on-line/e-learning alternatives.

Research has shown that this new OD approach, with continuous and customized learning, is a highly effective and employee focused way to improve results that will sustain our city's growth.

The dirty truth about composting with worms

The dirty truth is...worms are our friends! Are you interested in vermicomposting or composting with worms? This method of composting is one of the easy ways to divert food waste from the landfill and help support your gardening endeavors. It's pretty easy to create your own worm farm.

Join the Garden Gal, Gail LaTour, when she gives an informative and interactive workshop on composting with worms, noon to 1 p.m. on Thursday, May 14, at the Calvin Goode Building, 10 E Conference Room. Bring your 10- or 12-quart plastic container to this workshop and Gail will provide the bedding and informational handouts. Worms also will be for sale at \$40 for a pound; \$20 for ½ pound; \$10 for ¼ pound. For more information and to RSVP, please call Gail LaTour at 602-920-0555.

"Bounce Back Faster from Disaster - Build to Code"

May is Building Safety Month, a public awareness campaign to help individuals, families and businesses understand what it takes to create

safe and sustainable structures. The campaign reinforces the need for adoption of modern, model building codes, a strong and efficient system of code enforcement and a well-trained, professional workforce to maintain the system.



The Planning & Development Department encourages city staff to stop by the atrium to view 18 exciting exhibits showcasing several of the projects its staff worked on this year. **As a reminder, the panels will be located in the center of the atrium until May 17.** Please stop by! The department also has a display in the northeast corner of the atrium that will change each week to spotlight specific areas of building safety for the entire month.

This week's theme (May 11-17) is "Bounce Back Faster from Disaster - Build to Code".

Important tips to remember for disaster safety and mitigation:

- Develop a family action plan and share with everyone in your family, so you will know where to go in an evacuation. Identify at least two exit routes from your home or neighborhood leading to a designated meeting place for your family. Plan ahead for your pets, as many shelters may not accept them.
- Create a disaster supply kit that will allow you to remain in your home after a disaster or for use after evacuating to a safer location. Be sure the necessities in your kit are fresh and restored as necessary.
- Never drive through floodwaters or on flooded roads. Flooded roads could have significant damage hidden by floodwaters.
- Do not attempt to cross a flowing stream. It takes only six inches of fast flowing water to sweep you off your feet, and two feet of water to move an SUV-sized vehicle.
- Secure lawn furniture and any other loose outdoor items that can become windborne and can cause injury or damage during storms with high winds. Don't forget trash cans, grills, toys and potted plants.
- Use Surge Protective Devices (SPD) in your home to protect electronic appliances from most severe electrical surges or direct strikes. The devices should be installed to afford the highest level of protection.

NEWS BREIF

eCHRIS users will soon have one less password to remember in the coming weeks, after the eCHRIS Support Team implements a configuration change that will allow employees to use their network password when logging into the system instead of having to use a separate one specifically for eCHRIS. More information about this change will be forthcoming in a future edition of City Connection. Questions? Contact the Enterprise Help Desk at 602-534-4357 or ent.technology.helpdesk@phoenix.gov.

MARK YOUR CALENDAR

Tuesday, May 19- in recognition of Health and Fitness Day, Fit4Phoenix and Wellness Works, the Maricopa County employee wellness program, invite city and county employees to a city vs. county group walk. Put on your walking shoes, gather your co-workers and get ready for a two-mile jaunt that begins at the Maricopa County Board of Supervisors Auditorium, 205 W. Jefferson St., continues to Chase Field, includes a bonus lap inside the concourse level, and loops back to Second Avenue and Jefferson Street. City walkers are asked to wear a white shirt. Walkers will depart at 7:15 a.m. Employees can register at https://www.surveymonkey.com/s/EHFDWalk_2015

City Connection is published every week for city employees by the Communications Office, 12th floor, Phoenix City Hall, 200 W. Washington St., Phoenix, AZ 85003. For more information about the publication or to submit story ideas, email contactus@phoenix.gov.