



California Department of
Parks and Recreation

December Leadership Meeting

Poll Everywhere Results

December 7th - 9th, 2015

Parks Progress 2015 and Beyond



Poll Everywhere Executive Summary

Twelve questions were asked to meeting participants. On average, over 61% of attendees responded to each poll.

168

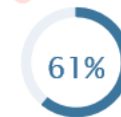
Participants

12

Polls

107

Average responses



Average engagement

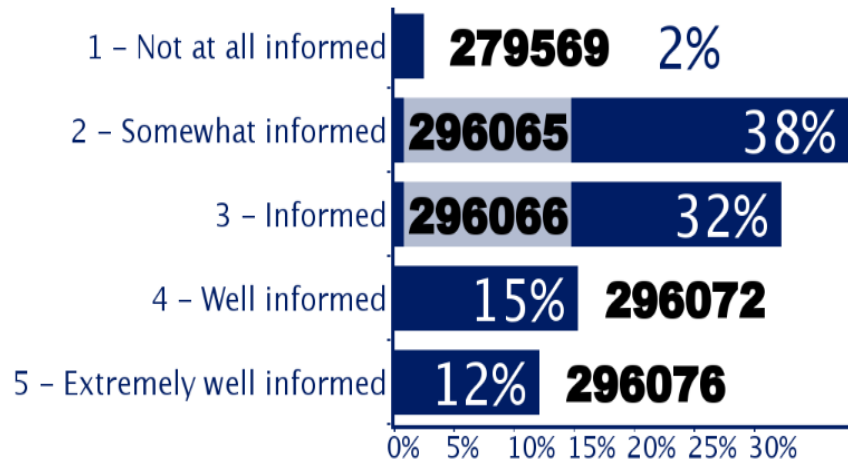
Similar to the September Leadership Meeting, the results of two key questions (asked pre and post meeting) demonstrate that meeting objectives were met.

- ***Leaders were more informed*** about the vision, objectives, and progress of ***the Transformation effort*** after the meeting
- ***Leaders were more confident*** after the meeting that through this focused collaboration, Parks can tackle long –standing barriers ***to improve the success of Parks***

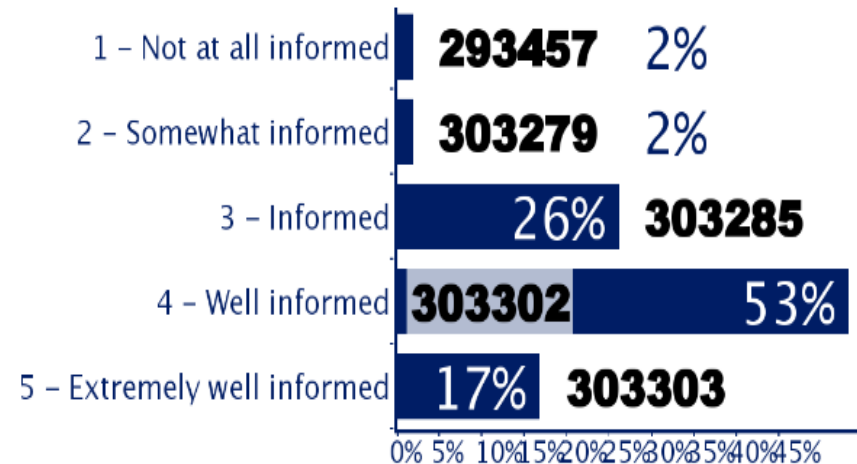
The questions asked and subsequent responses are summarized in the following slides. Results for the four organizational change management related Poll Everywhere slides can be found in the Dec. 7th final presentation or Leading Transformational Change presentation.

Poll Everywhere - On a scale from 1 to 5 (5 being very informed), how informed do you feel you are about the vision, objectives, and progress of the Parks' Transformation effort ?

Pre – Meeting



Post – Meeting



By the end of the meeting, there was a 38% increase in the number of staff who feel well informed, and a 5% increase in the number of staff feeling extremely well informed.

Poll Everywhere - What one word would you use to describe the future State Parks Department?

112 participants responded; Hopeful (11) and Uncertain (7) were the most commonly used words to describe the future of State Parks. Most *responses were optimistic.*

Optimistic			Pessimistic	Neutral
Hopeful x11	Incredible	Unlimited	Scary x2	Uncertain x7
Exciting x4	Amazing	Enduring	Concerned	Diverse x3
Relevant x4	Updated	Transformed	Confused	Smaller x2
Interesting x3	Pivotal	Advanced	Desperate	Work
Dynamic x3	Intrepid	Evolving	Chaotic	OK
Positive x3	Remarkable	Brighter	Gloomy	Protected
Inspiring x2	Reinvented	Awesome	Cloudy	Unknown
Innovative x2	Sleek	Engaged	Challenging	Changed
Promising x2	Opportunity	Potential	Bleak	Accessible
Creative x2	Irreplaceable	Progressive	Conciliatory	Vigilant
Improved x2	Flexible	Glorious		Adventures
Funded x2	Better	Credible		Natural
Streamlined x2	Vigilance	Reinvigorated		Partnerships
Everlasting x2	Stewards	Sustainable		Unknown
Effective x2	Possibilities	Responsive		Unsure

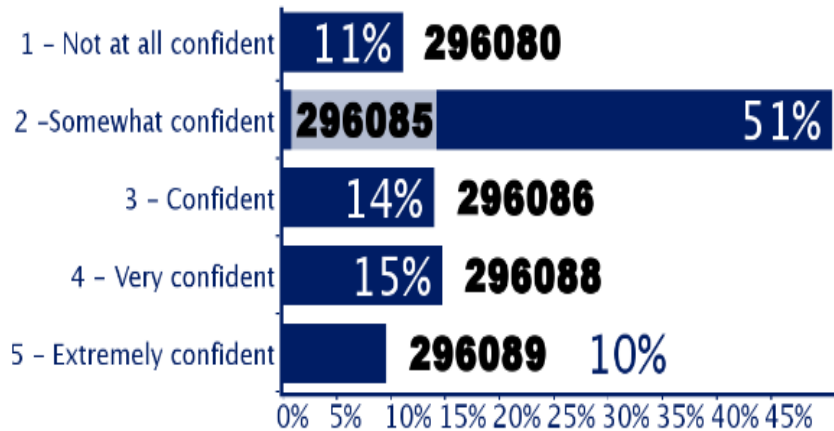
Poll Everywhere - What one word would you use to describe the future State Parks Department?



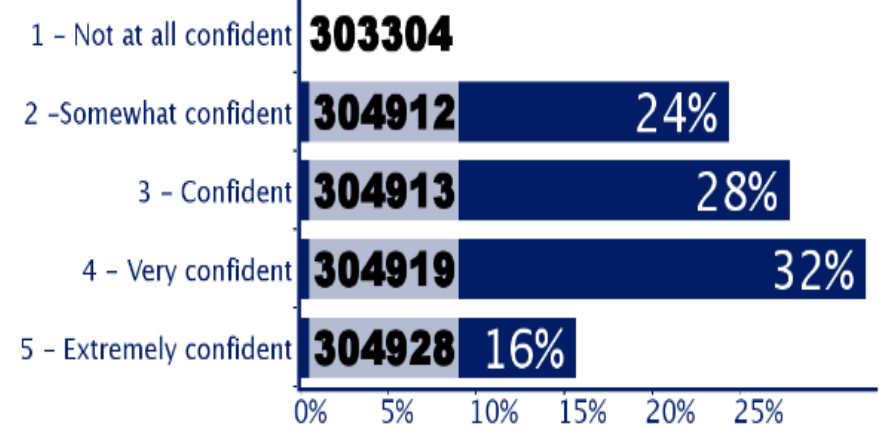
A word cloud of responses to the poll question. The words are arranged in a roughly triangular shape, with 'hopeful' at the top and 'interesting' at the bottom. The words are in various shades of green and blue. The most prominent words are 'hopeful', 'uncertain', 'exciting', and 'interesting'. Other words include 'relevant', 'dynamic', 'unknown', 'innovative', 'awesome', 'conciliatory', 'adventures', 'incredible', 'promising', 'changed', 'irreplaceable', 'uncertainty', 'challenging', 'advanced', 'vigilance', 'diverse', 'responsive', 'intrepid', 'possibilities', 'varied', 'improved', 'work', 'desperate', 'better', 'bleak', 'glorious', 'protected', 'unsure', 'sustainable', 'potential', 'confused', 'natural', 'evolving', 'credible', 'brighter', 'transformed', 'engaged', 'sleek', 'forever', 'unlimited', 'scary', 'cloudy', 'funded', 'amazing', 'enduring', 'smaller', 'progressive', 'pivotal', 'ok', 'remarkable', 'efficient', 'opportunity', 'accessible', 'chaotic', 'concerned', 'inspiring', 'reinvigorated', 'stewards', 'everlasting', 'partnerships', 'effective', 'creative', 'streamlined', 'gloomy', 'updated', 'reinvented', 'positive', 'flexible', and 'exciting'.

Poll Everywhere - On a scale from 1-5, (5 being very confident) how confident are you that as a Department, through this focused collaboration, we can tackle long-standing barriers to improve the success of Parks?

Pre – Meeting



Post – Meeting



By the end of the meeting there was a 14% increase in the number of staff who feel confident, a 17% increase in the number of staff who feel very confident, and a 6% increase in the number of staff who feel extremely confident. The number of staff not at all confident decreased from 11% to zero.

Poll Everywhere - What is the one thing you are going to go do coming out of this meeting in support of the transformation effort?

65 participants responded. Most leaders reported that they would **share the information** with their staff.

Communication	Encouragement	Other Actions	
Share with staff x32+	Empowerment	Dedicate time for SBB x2	Prep District staff on budgeting opportunities
Discuss purpose and direction with staff x2	Improve my outlook	Drink the info in	Use Google Trekker
Educate the masses	Get out in the field with staff	Work out schedule for SBB requirements	Persevere
Share information more regularly in person and at staff meetings	Convey "urgency"	Challenge my team	Appoint an educator
All hands staff meeting	Support programs already in progress	Plan	Increase collaboration across functions
Share the good news	Stay positive	Stay engaged	
	Hold overhead feet to fire	Look at out of the box improvements	

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