

1 **Putting "ACTION" into Our Climate Action Planning with Participatory Methods**

**ToP Network Learning Gathering:
Environmental Sustainability**

Carolyn Bloede, Alameda County, California
August 16, 2013

2 **Climate Change Directly Impacts Alameda County Citizens**

3

- Assist the vulnerable
-
- Protect public health
-
- Improve quality of life
-
- Ensure justice
-
- Enforce the law
-

4

Delivering Services Uses Energy and Resources = GHG Emissions

5 **Call to Action: To Change This...**

6 **...Into This**

7 **Context: Build Buy-In and Ownership in a Large Decentralized Organization**

- 5-member Board of Supervisors
 -
- County's Administrator's Office (CAO)
 -
- 20+ Agencies
 -
- ~9,000 County Employees located in >150 facilities

8 **How Do We Develop a Climate Plan Agencies Will Support?**

9 **80 Prioritized Measures
in 6 Action Areas; 10 Years**

- 10 **Board of Supervisors Approval**
- 11 **Convene Climate Executive Committee: to Select and Sponsor Initiatives**
- 12 **Approach #1: PowerPoint as Usual**
- 13 **Great Discussion but No Initiatives Selected**
- 14 **Realization: We Need to Fundamentally Shift How We Are Leading this Effort**

Technology of Participation (ToP) Facilitation Training

- 15 **A New Way to Meet**
 - Guiding Principles
 - Group Decision-Making
 - Public Commitment to Individual Action
 - Shift Ownership from Us to Executives
 - Meeting Strategy
 1. Capture attention by energizing the physical environment
 2. Prepare clear content to make it easy for participants to get involved
 3. Engage participants to promote commitment
 - -

- 16 **Approach #2: New Meeting Structure**

- 17 **Attention: Room Layout**

- 18 **Attention: Food**

- 19 **Attention: Color**

- 20 **Attention: Outside Facilitation Support**

- 21 **Content: Visual Story-Telling**

- 22 **Content: Presenting Options**

- 23 **Approach: Focused Conversation (ORID)**

- Objective (What)
 - What patterns do you see in the voting?
 -
- Reflective (What do you think about it?)
 - Which initiatives do you like? Where do you have concerns?
 -

- Interpretive (So what?)
Which initiatives seem to be our top choices? How do they relate?
- Decisional (Now what?)
Which initiatives will we implement this year?

24 **Engagement: CEO-Level Call to Action**

25 **Engagement: Asking for Decisions**

26 **Engagement:
Breaking Down the Issues**

27 **Engagement: Standing Up and Voting**

28 **Engagement:
Symbolism and Peer Influence**

29 **Results: Team Identity**

30 **Results: Commitment to Sponsor!**

31 **Result: 6 Initiatives for Cross-Agency Teamwork**

32 **Staffed 6 teams with 55 employees from most agencies**

33 **A Few Team Outcomes:**

- Green IT standards for purchasing, configuring, and end-of-life management
- Over 30 processes targeted for e-records conversion
- Guidelines for alternative work arrangements
- Transit card checkout program, carpool matching service, video/web conferencing
- Paper waste reduction program
- Employee engagement campaign

34 **Co-Benefits**

- Cross-agency collaborative framework
- Teamwork infrastructure: charters, training, surveying, decision protocols
- Cross-agency relationship building and understanding
- Opportunities for collaboration

35

What Next?

- Debriefing process
- Another Round of Teams
- Employee Engagement Campaign

