

# Building a Legacy of Success: The Maturation Process of Becoming Best in Class

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# Acknowledgements

- Land

- Labor

# Who are We? Where Are We?

- Citywide HR Landscape
- Individual Performance
- Mistrust of HR

# Where Are We Going?

Aligned HR Governance

Anti-Racist  
HR

HR as Trusted  
Partner

MO | WEPAC |  
SHR

HR Advisory

Citywide HR  
Leadership  
Team

Communities  
of HR Practice

# What Can We Scale?

- Pockets of Excellence
- Discovering Value
- Aligned Teams and Individuals

# How Do We Make It Safe To Fail?

- Communication
- Modeling
- Consistency

# Our Path: Building Business Better

- Visualization
- Service Level Agreements
- Working Governance

# Final Thoughts...

- Culture is greater than strategy
- Fear of failure is real
- Change is hard



The image features a teal-colored top section with a fine, repeating pattern of small, light-colored lines. Below this is a solid black section. The word "Questions?" is centered in the black section in a white, sans-serif font.

Questions?