



## **Administrative Services Committee Meeting**

Meeting Date: September 30, 2025

Update on Organizational Development Initiatives

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| <b>Department:</b>       | Administrator's Office                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Presenter:</b>        | Tameka Allen, Administrator                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Caption:</b>          | Receive as information an update on upcoming organizational development initiatives.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Background:</b>       | <p>The Augusta Commission has expressed a strong commitment to employee development. The Administrator's Office is working with the Human Resources Department to develop several initiatives to help foster a culture of excellence throughout the organization. Together, these programs will provide meaningful opportunities for employees to offer feedback and grow professionally, strengthening the organization for the future.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Analysis:</b>         | <p>Upcoming initiatives include:</p> <ul style="list-style-type: none"><li>• <b>Employee Climate Survey</b> (October 6 - November 24, 2025)<br/>All employees will be invited to participate in an online survey addressing job satisfaction, leadership, work environment, career development, and other topics.</li><li>• <b>Succession Planning Workshop</b> (November 13, 2025 - tentative)<br/>A consultant from the Georgia Municipal Association will facilitate a workshop for the governing body and department directors regarding best practices for succession planning.</li><li>• <b>Employee Mandatory Training Program</b> (launching January 2026)<br/>HR is developing a cycle of six mandatory training modules for all employees to complete throughout 2026. HR will provide a more detailed update about this program before launch.</li><li>• <b>Augusta Government Leadership Program</b> (January 2026)<br/>A cohort of rising leaders throughout the organization will be selected through an application process to participate in a 12-month leadership development program.</li></ul> |
| <b>Financial Impact:</b> | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Alternatives:</b>     | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

**Recommendation:** Receive as information an update on upcoming organizational development initiatives.

**Funds are available in the following accounts:** N/A

**REVIEWED AND**  
**APPROVED BY:**