

# Employee Rotation Programs- Why They Work





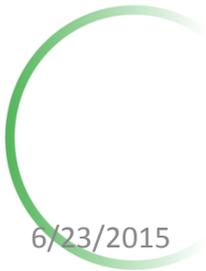
Who is this and what “job” is he famous for?



Walt Disney: Film Producer, Disney Parks,  
MICKEY MOUSE!



Who is this and what “job” is she famous for?





Ellen DeGeneres: Comedian, Actress, Talk Show Host



Who is this and what is he famous for?



## Sylvester Stallone: Actor, Screenwriter, Film Director



Who is this and what is she famous for?



Whoopi Goldberg: comedian, actress, political activist, writer, producer, television host and singer



# Employee Rotations



# Employee Rotations



# “Employee” Rotations

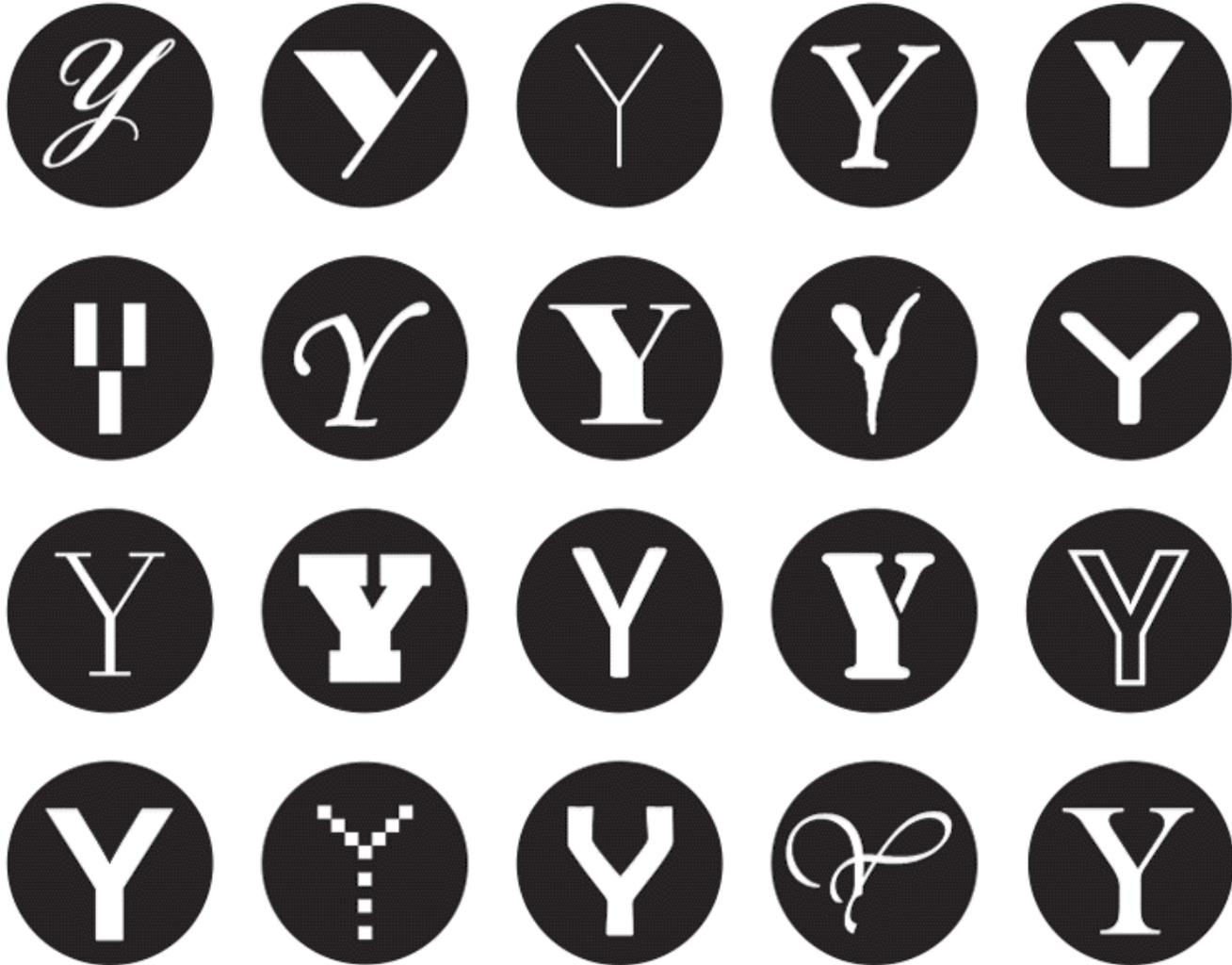


VS.



# “Job” Rotations





# From our internal FTB “Rotation” Webpage

## Rotations help you:

- Strengthen your leadership skills
- Broaden your enterprise knowledge
- Build relationships throughout FTB
- Share your talents

## Rotations help FTB:

- Develop future leaders to their full potential
- Introduce new perspectives and energy into program areas
- Prepare leaders to take on greater responsibility
- Achieve business goals, strategies, and succession planning objectives



- Don't circumvent the merit selection process
- Don't rotate an entire management chain at once
- Don't



- Don't circumvent the merit selection process
- Don't rotate an entire management chain at once
- Don't



- **Don't** circumvent the merit selection process
- **Don't** rotate an entire management chain at once
- **Don't**



- **Don't** circumvent the merit selection process
- **Don't** rotate an entire management chain at once
- **Don't** use the rotation process as a way to “dump” a poor performing employee



DO

DO

DO



**DO** create a culture where it is “ok” to put in for rotation.

**DO**

**DO**

**DO** create a culture where it is “ok” to put in for rotation. (2)

**DO** try to accommodate as many rotation requests as feasible

**DO**

**DO** create a culture where it is “ok” to put in for rotation. (3)

**DO** try to accommodate as many rotation requests as feasible

**DO** make it voluntary vs. mandatory



do you get people to  
put in for rotation?





does the rotation  
process work?





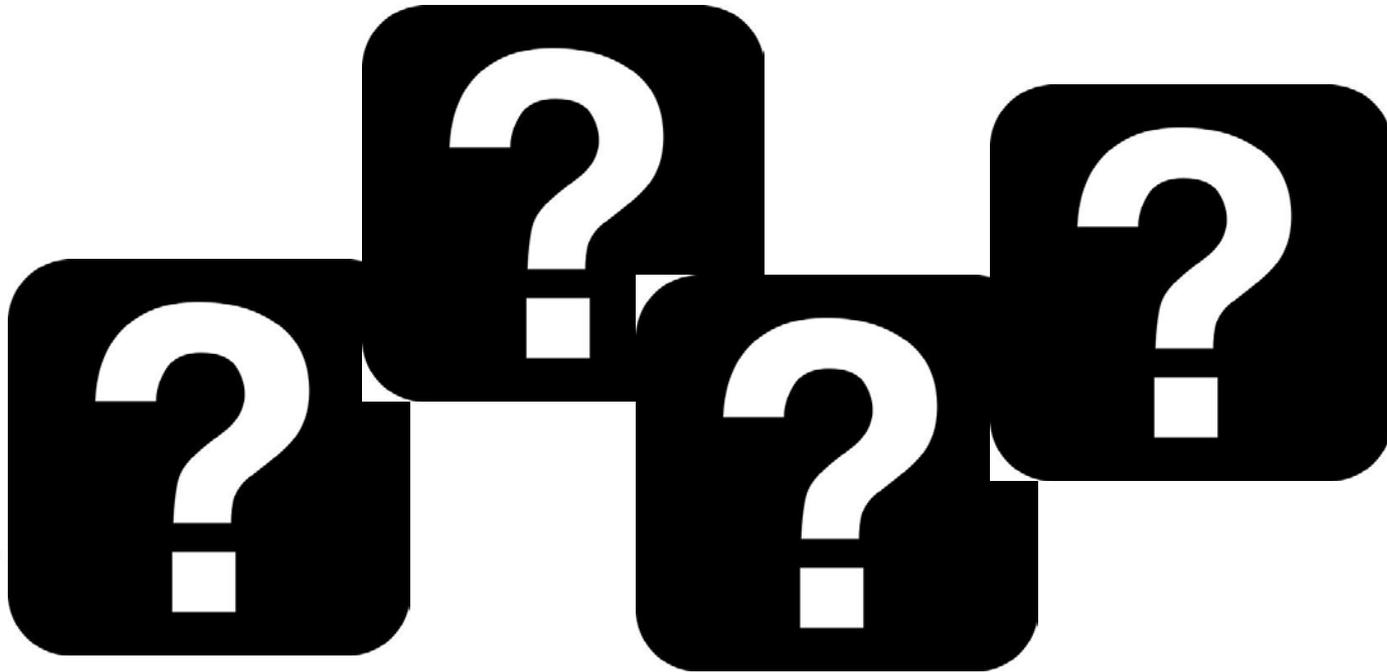
do you make the  
actual decisions?



# NINE BASIC COMPONENTS

- ✓ Go, no go decision point
- ✓ Announce/Advertise rotations
- ✓ Lunch time session/Town Hall
- ✓ Encourage discussions regarding rotations
- ✓ Application process
- ✓ Review of applications before Selection Day
- ✓ Selection Day
- ✓ Announce movement
- ✓ Rotate!

# Some Questions We've Received from Others





What happens if their new job  
doesn't work out?





How many rotations do you do annually?





Are there some people who  
**SHOULDN'T** consider rotating, ever?

Is anyone “off limits”?



You said there are nuances for rotation programs involving rank and file employees.

Can you give us an example?





How much of an effort does this  
require?



# Let's field some questions



# Testimonials

“I have always gotten nervous at the thought of impending change, but I use that nervousness as a catalyst to embrace the change for the growth and opportunities that it will give me.

That belief has brought me out to California from the Midwest and to FTB from the private sector. Each change has brought exciting opportunities and challenges. I also would not have met all the wonderful people throughout my life if not for always being open to change.



I see the Management Rotation program as a continuation of immense opportunities.”

## Testimonials (2)

"The rotation process is an opportunity for a person to gain additional knowledge, skills, and experience that they may not ever get...specifically across Division lines.

It's a great experience to learn something new and meet new people (networking). It really helps to understand perspectives across the enterprise."



## Testimonials (3)

"I rotated as a Staff Services Manager III in Human Resources to an Administrator III in the Processing Services Bureau. Until then, I had spent my entire state career (20+ years) in the Human Resources arena and had never worked in a business/program area before. The anticipated change was a bit scary...

...from my perspective, having the opportunity to gain additional knowledge and experience about other parts of the department has been extremely invaluable and I highly recommend it. I can honestly say it has been the best decision I have made in my state career!"



# Handouts/ Additional Information



