

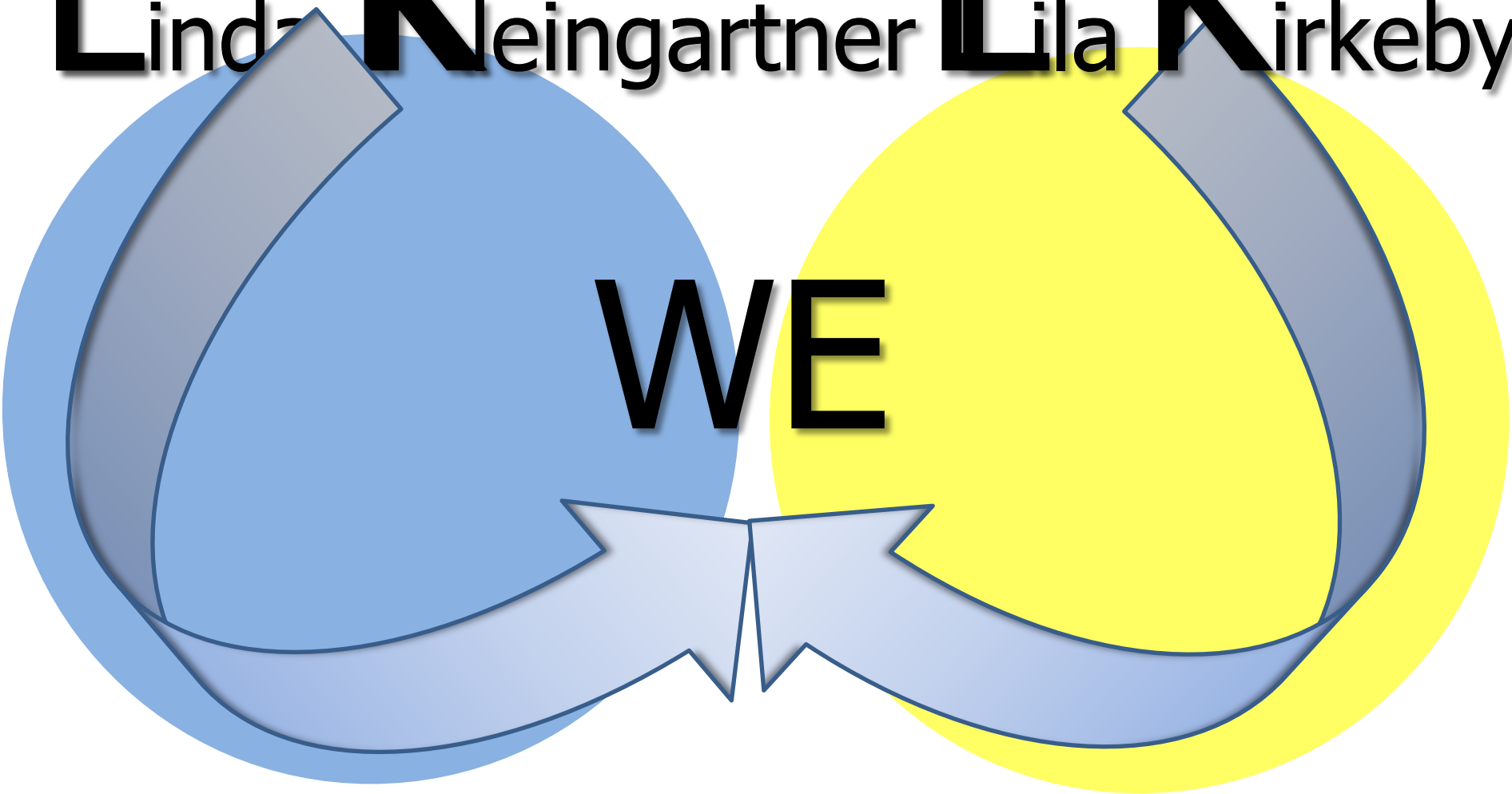
State Agencies Work Better Together



Synchronized Swimming

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WE



State Agencies Work Better Together





Characteristics of Old -vs- New Paradigms in Organizations

Old Paradigm	New Paradigm
Control, regulation	Openness
Management direction	Employee empowerment
Employees treated like children	Employees treated like adults, a group of leaders.
Short-Term goals	Long-term goals fit into an overall vision
Rigid hierarchy	Flexibility, people orientation
Satisfying shareholders	Acknowledge <u>all</u> stakeholders
Competition	Cooperation, co-creation, relationships are creative.
Aggressive warlike values	Values of openness, integrity, trust, equality, mutual respect, dignity

Adopted from Ray, M., and Rinzler, A. (eds.).(1993). The new Paradigm in Business, New York: Jeremy P. Tarcher/Perigee Books, p.9.

Supervisor / Manager Buy-in
Allocation of Staff Time
Operational Needs

Barriers

Strengths

Reinforce Teaching Skills
Collaboration
Share Stories
Add Value

Lesson Plans
Appreciation
Broadening Perspectives
Build Trust and Community

Opportunities





Let's Collaborate!

WE

Write:

2 things you have to Share

1 thing you Need

Trade Cards

WSP Feedback



- Great tools
- Another agency offered diversity
- The stories shared were great.
- We have proven success stories.
- Largest challenge ... actively listen to what is being proposed.
- Used the Problem Solving A3 to communicate a plan of action



WSP Results

WSP class Picture #1

WSP class Picture #2

- Savings in training Dollars
- # of projects completed
- Actual Improvements
- Lean Ambassadors to ripple practice into organization
- Staff Development
- Management support to reinforce learning

WSP Lean Class 1



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