

The Washington State Lean Fellowship Program



What is the Lean fellowship?

The Lean fellowship is a one-year developmental job assignment with Results Washington, a branch of the Governor's office devoted to making government more effective. Each year five Lean fellows are selected to participate in the program. The fellows are assigned one of two focus areas: continuous improvement or performance management. The fellow's work supports the five goal areas outlined in the [Washington state Strategic Framework](#).



Throughout the year-long fellowship, fellows develop a stronger knowledge of Lean and build their leadership skills to improve both Washington state government and the lives of Washingtonians.

What does a Lean fellow do?

Lean fellows focus on consulting, coaching, and applying Lean thinking during their fellowship. Here's how:

- **Consulting: Building a Lean Culture of Problem Solvers**

Lean Fellows help build Lean capability within Washington state government employees by creating and delivering training on topics including Lean leadership, culture, tools, and principles, and providing internal consulting on problem solving efforts across the state.

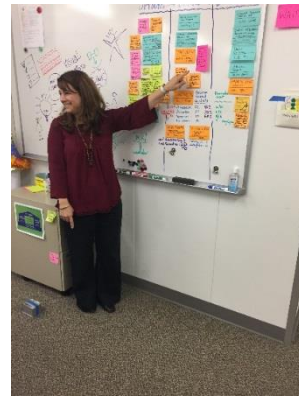


- **Coaching: Leaders Helping Leaders**

As part of their individual development, each Lean fellow is taught how to coach and mentor others using Lean principles. The fellows leverage this experience to coach state employees in Washington state government to increase their capability, improve problem solving thinking and achieve improved results.

- **Applying Lean Thinking: Learning & Teaching by Doing**

Fellows learn through experience and teach others by applying what they have learned to support the work of Washington state. The fellows use Lean tools and principles to identify problems, root causes and countermeasures to achieve better value for our customers, the Washingtonian. When the fellows return to their agencies, they bring these valuable skills and capabilities back with them.



How do I find out more?

Contact Hollie Jensen at Hollie.Jensen@gov.wa.gov