

THE BLAST

ENTERPRISE-WIDE LEAN AND CONTINUOUS IMPROVEMENT COMMUNITY OF PRACTICE

ISSUE NO. 14 | JANUARY 2024



Coming soon: 2024 workshops

You spoke and we heard – Results Washington is excited to announce that we will host **three in-person workshops** this year to provide opportunities for the community to network as well as bring hands-on, group learning back into our way of life. Although we won't have a hybrid option for these meetings, we will continue hosting our CoP meetings each month to offer a virtual learning option for those who aren't able to make the workshops.

We still have some logistics to finalize, but here's a sneak peek at what you can expect:

- Workshops held in April, July, and August
- April and August in Olympia; July in Eastern/Central Washington
 - We're looking for champions to help us plan our offsite workshop – let us know if you're interested!
- Networking luncheons will be provided
- Teachings in data visualization, Lean tools, and strategic planning
- A small fee to confirm your spot

More details to come – be on the look out!

WHAT YOU MISSED

At our January CoP meeting, we were grateful to have **Vanessa Palomino** with the **Office of Financial Management (OFM)** share all about Gracious Space and how to have meaningful conversations with your coworkers to address conflict and build relationships.

For more information, see the recapped story on page 2!

LOOKING AHEAD

Mark your calendars and check out what we have in store for you at our February CoP meeting on page 2.

QUESTIONS?

For questions on The Blast, the CoP, or to present a teaching or project share this year, contact:

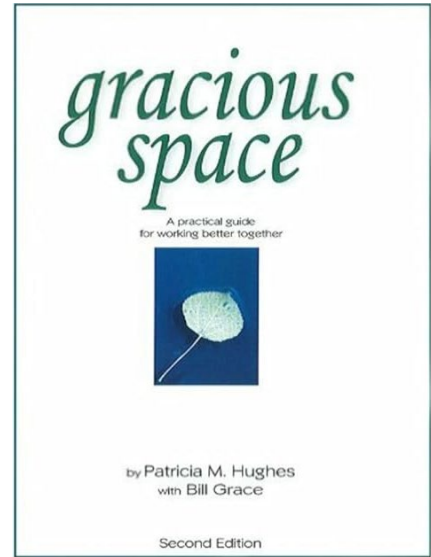
Talia Mazzara, Results WA Senior Performance Advisor

Theresa Dew, Results WA Senior Performance Advisor

Gracious Space: Working Better Together

For this month's topic teaching, **Vanessa Palomino** with OFM taught us about Gracious Space, a body of work created by the [Center for Ethical Leadership](#) that provides people with a unique way to address conflict, receive differing perspectives, and have meaningful conversations with their coworkers to improve relationships. Vanessa expressed why grace is important in the workplace, highlighted signs that your workplace may need gracious space, and shared a couple tools (Johari Window and Invite the Stranger) to use with your colleagues to practice grace.

[Watch Vanessa's presentation](#) and access a [Johari Window template](#) for your next grace exercise!



“We do not learn from experience... we learn from reflecting on experience.”

~ John Dewey

Results Washington wants to highlight your victories and hard work!

Visit our CoP page and **submit your agency's success story** today!

» COMING UP NEXT

February 21, 2024

10:30 a.m. – 12:00 p.m.

[Zoom Meeting](#)

Topic Teaching:

Adapt and Leader Change Management Model

Kelly Walk | Department of Social and Health Services

Project Share:

Using Lean DMADV in Equity Analyses and Project Implementation

Jeremy Walker | Department of Commerce

Reminders When Holding Gracious Space

- 1. Don't be dishonest.** It's important to be truthful when providing feedback to others or when reflecting and building self-awareness.
- 2. Don't be defensive.** Receiving feedback can be difficult, especially if it's constructive, but it's important to listen to what others have to say while remembering the goal is to increase self and team awareness.
- 3. Don't forget to follow up.** It's important to follow up with your team members after the exercise to discuss what you learned and how you can work together more effectively!