

Gaming the Data

Brian Mark, WaTech Byron Mukai, Employment Security Department Tammi Leclerc, WaTech

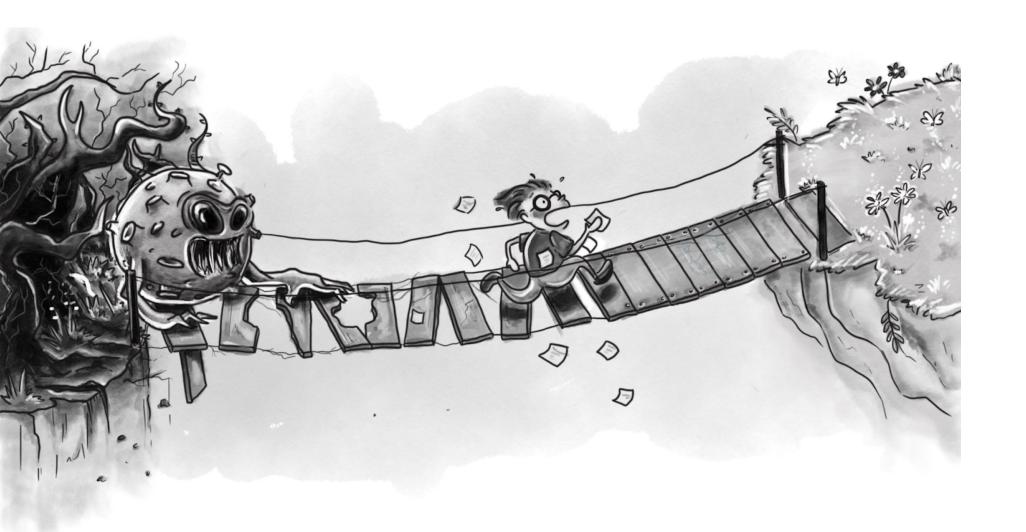


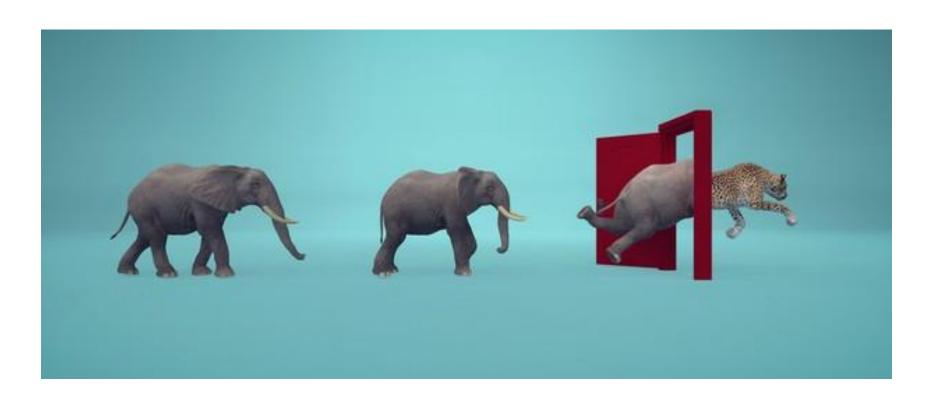
Round 1:

- When a picture shows up on the screen think about what that picture means to you, in relation to performance reporting.
 - The picture will be added to chat, when it is added respond with your MEME theme (a couple words that explains what it is saying no more then 5 words).
- When you see CLOSED typed, we will move to voting on the top theme.
 - Put a Heart on the one that hit the heart.
 - A laughing Icon means it was the best because it made you laugh (and it connected).
- We will then move to the next one, this will happen really fast!!

After the meeting, you will receive a follow-up with the pictures and the responses AND the winner will be announced of the MEME Throwdown! (Part 1 of Winning Results Wa Socks!)













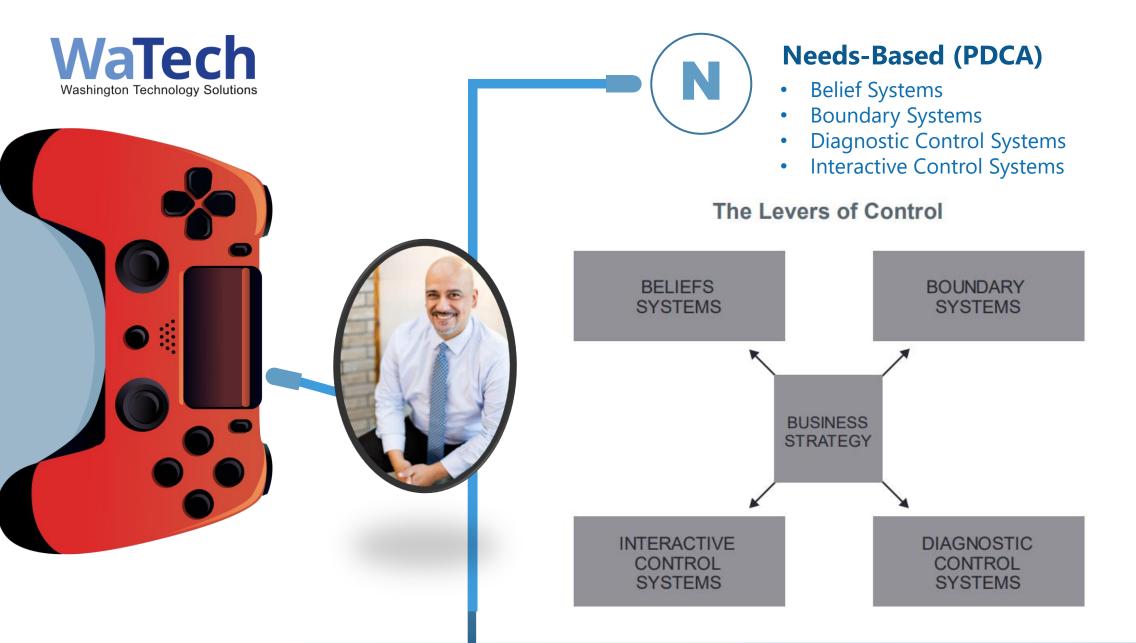




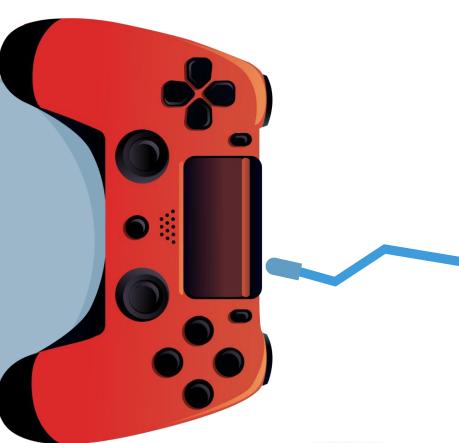
Tension

- Innovation
- Control

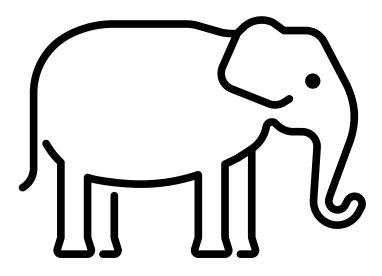
	Motive	Organizational Block	
	People want to contribute	They don't understand how to make a difference. Strategy and direction isn't communicated. Unsure of the mission and vision and how they fit in.	
	People generally choose to do right	Performance pressures cause rules to be bent or information to be hidden. No internal controls or safeguards in place.	
	People strive to achieve	No resources to complete the tasks asked of them. Competing demands create a focus on too many things at once.	
	People like to innovate	Lack of resources. Afraid to challenge the status quo. They won't be supported if they step out in a new way.	







What did we say?













Performance Examples

No matter what you are doing, it has to show up in a picture to be relevant.



Starting Point

0%

Backstory

ESD transitioned to a new data system for the WorkSource offices, this actually reduced the ability to leverage operational data for >5 years.

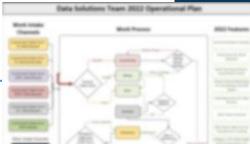
reduced the ability to leverage operational data for >5 years.

ESD invested in a Data Solutions team. The team was formed doing business differently, as a result not only was the team able to produce data it created a data solution that earned it the Governance Above and Beyond Award.









Starting Point WorkSource @ ESD 7 Months Later **HERO**

Top Barriers

Internal Beliefs

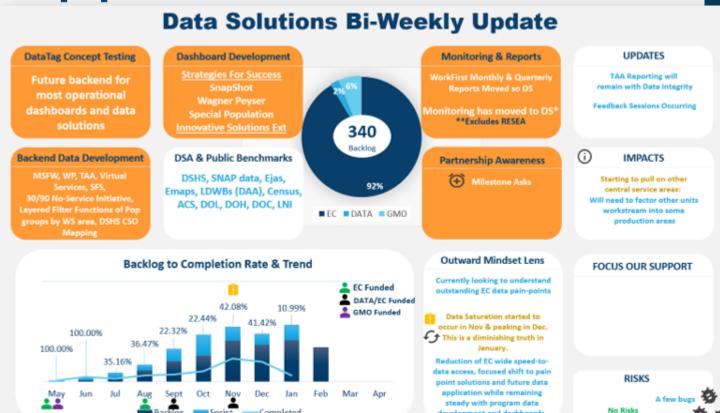
Historical Norms

Self-Limiting "Rules"

Competency Gaps



Approach



Agile ~ Visualize The Work ~ Outward Mindset ~ Overcommunicate ~ Incredible Non-Traditional Executive Sponsorship

development and dashboards

Starting Point

0%

As a result of this work the team earned the Governor's Extra Mile Award.



7 Months Later
HERO





Data Solutions Team 2022 Operational Plan







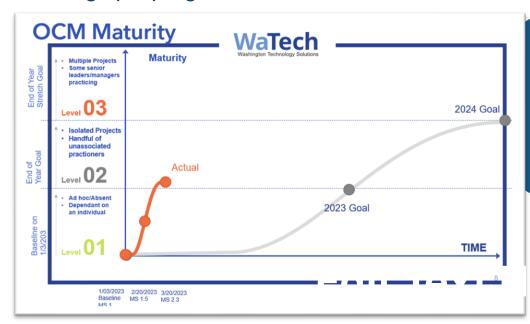
The Real Game?



Alright..... What was the REAL Game?

Backstory

WaTech invested in developing an Organizational Change Management pathway first investing in Prosci training for most of leadership, investing in a OCM Manager and standing up a program.



Within 7 weeks moved from a 1.2 to a 2.3, meeting the end of year maturity goal.



▶ Top Barriers

Internal Beliefs

Historical Norms

Self-Limiting "Rules"

Competency Gaps



Approach

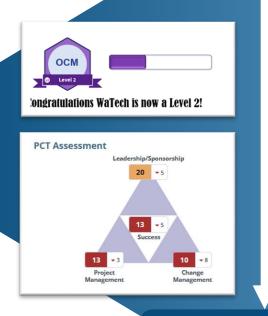
37 Interviews12 State Agencies





Starting Point

1
2



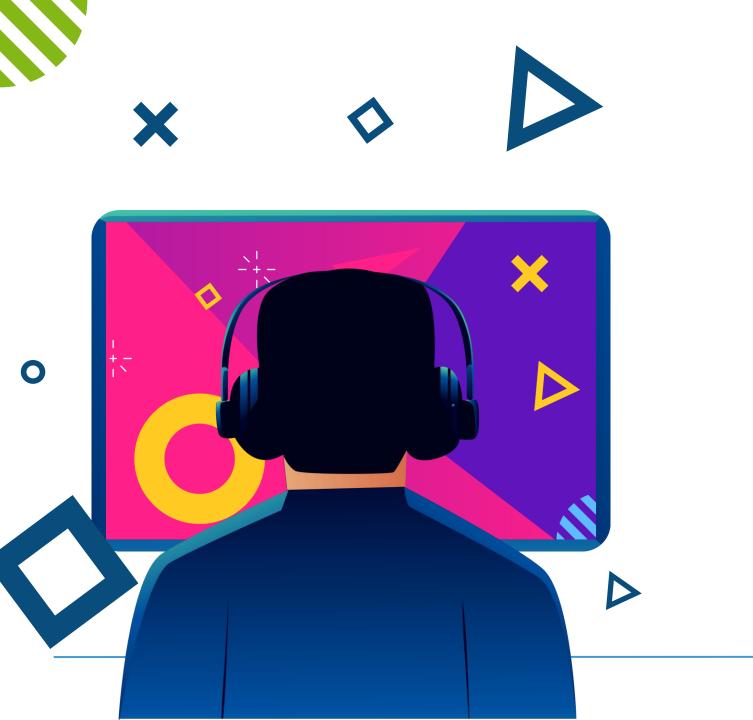
Agile ~ Visualize The Work ~ Outward Mindset ~ Overcommunicate ~ Incredible Non-Traditional Executive Sponsorship



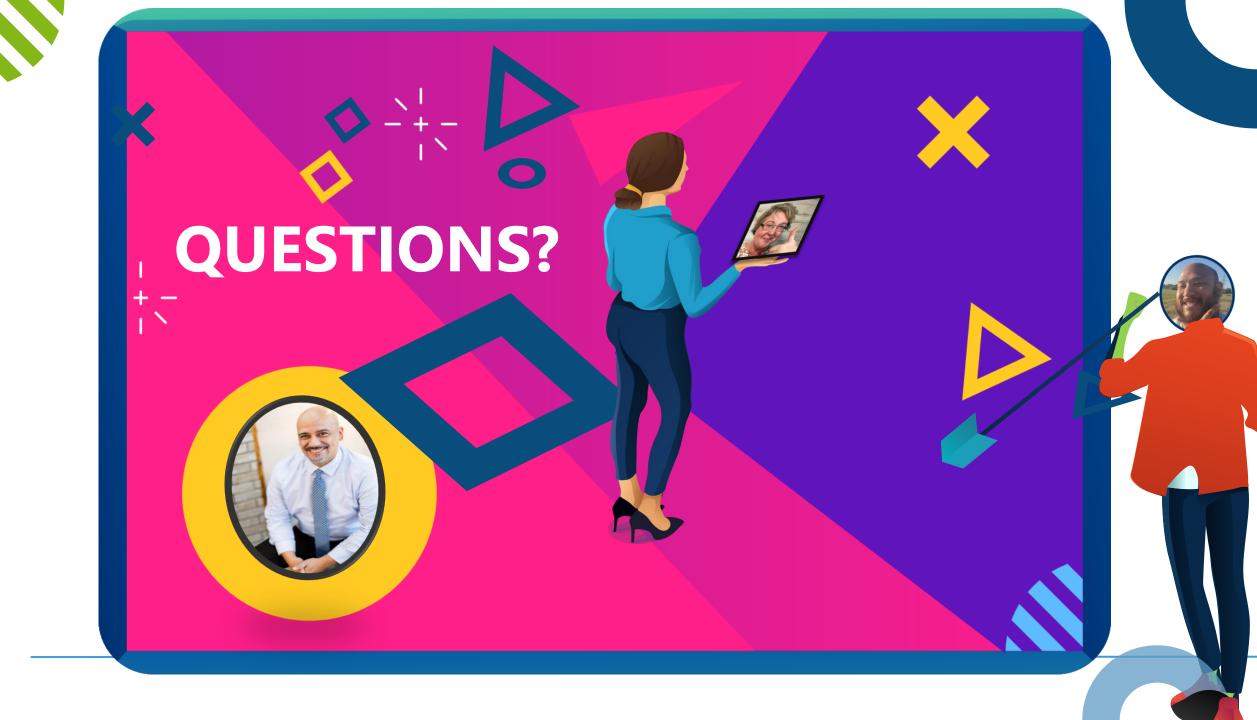
The Real Game?



Alright..... What was the REAL Game?



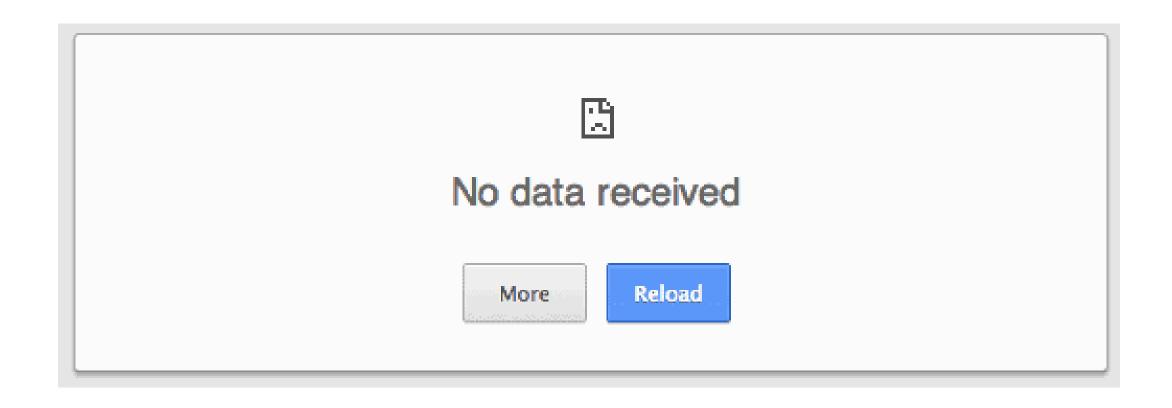
Your Game



Round 2:

- When a picture shows up on the screen think about what that picture means to you, in relation to the work you do.
 - The picture will be added to chat, when it is added respond with your MEME theme (a couple words that explains what it is saying no more then 5 words).
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Interferometric Synthetic Aperture Radar (InSAR) Scientific Computing Environment on the Cloud



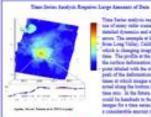
Pred A. Rosen, first Cornels, Kharrega Moore, Beet Googe, Devid Kinghi An Propulsion Laboratory, California Institute of Technology, 4000 California Daton, President, CA 91209

Overview

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Use of Cloud in Design of a SAR Mission

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Cloud w/ 26 CC2	530	10 min

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Future Work

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Publications

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CleanStat Dashboard Overview

Data Last Updated On: 6/9/2020 6:12:21 AM

For questions or comments about the data presented here, please feel free to reach out to the Office of Performance & Innovation using this form.

2020

January

February



Select Neighborhood ALL

CleanStat Goals & Measures

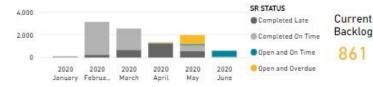
As part of Mayor Young's Clean It Up! Campaign, we're committed to completing overdue service requests. Learn about other key initiatives here.



Keep Streets & Alleys Clean Includes cleaning up illegal dumping in alleys,

mechanical street sweeping, and servicing public trash cans.







Maintain Vacant & **Abandoned Properties**

Includes routine cleaning and mowing of vacant lots, illegal dumping clean-ups, and boarding vacant buildings.





2020 March 2020 April 2020 May 2020 June



Hold Violators Accountable

Includes inspections and investigations of reported trash and dumping issues, with the possibility of citations and other enforcement



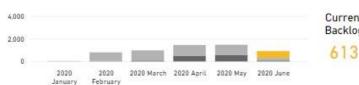




Efficiently Remove Waste & Recycling

The Bureau of Solid Waste removes trash and recycling from more than 500,000 households in Baltimore. This measure tracks how efficiently make-up collections are completed.





Current Backlog

Microsoft Power BI

1 of 6 >









Game Plan

Engagement Winner: Will be announced at the next meeting!

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