

THE BLAST

CONTINUOUS IMPROVEMENT COMMUNITY OF PRACTICE

ISSUE NO. 3 | JANUARY 2023



Transparency - Innovation - Results



WHAT YOU MISSED

At our January CoP meeting, Jennifer Renhard and Jody Guy from Liberum shared a successful case study in tandem with the topic teaching on Understanding the Basics of Organizational Change. See the recapped stories on page 2!

LOOKING AHEAD

Mark your calendars and take a look on page 2 at what we have in store for our February CoP meeting!

HAPPY NEW YEAR FELLOW PRACTITIONERS!

Traditionally speaking, as we welcome the New Year, we tend to set ambitious goals for great change in our resolutions. This intentional movement of growth and improvement can also be seen all throughout our enterprise around this time.

Here at Results Washington CoP, we wanted to start the New Year with a powerful presentation on delivering *successful* change. We hope you had a chance to attend. If not, please [visit our website](#) to view the recording and presentation materials.

This is a topic you won't want to miss!

QUESTIONS?

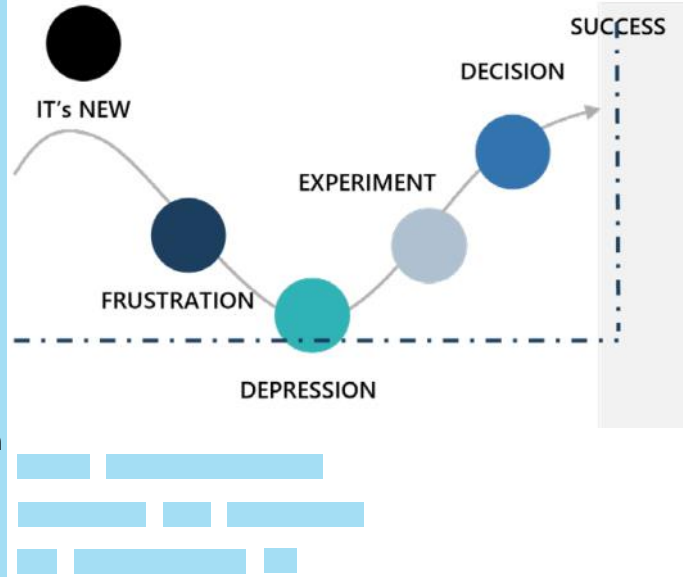
For questions on The Recap or for the CoP, contact:

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PROJECT SHARE: BLT- Business-Led Transformation

This month's featured project involves Jennifer Renhard with Liberum, working with the Department of Corrections, to lead a multi-year implementation of an enterprise-wide ERP system. This is an 8-phase project currently underway with the goal of completing the transformation of operations and working roles for 80% of the agency. Some challenges have been COVID-19 timeline changes, maintaining engagement, and significant workload transition. Despite those challenges, this project has kept great momentum due to leadership commitment, communication plans, shared passion from team members, and joint ownership of project success.



“Changes are inevitable and not always controllable. What can be controlled is how you manage, react to and work through the change process.”

– Kelly A. Morgan

Visit our [CoP Mural](#) to add your name and skills/areas of expertise to our CoP Skillset Matrix!

COMING UP NEXT

Join us next month as we dive into Climbing out of Mental Valleys:

February 21, 2023
10:30am – 12:00pm

Presenter: Jennifer Phillips

Topic teaching: How Do I Climb out of Mental Valleys (And Why it Matters to Creativity and Innovation)

TOPIC TEACHING: Delivering Change

Jody Guy with Liberum presented a teaching on implementing change management. In this teaching, she covered the following:

- Managing the people side of change
- The benefits of a successful change management framework
- How to recognize the need for change
- The 3 different types of change
 - Developmental
 - Transitional
 - Transformational
- How to implement and support successful change