State Agencies Work Better Together

Synchronized Swimming
Linda Kleingartner & Lila Kirkeby
WE
State Agencies Work Better Together
### Characteristics of Old -vs- New Paradigms in Organizations

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

Communication

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

Barriers
Reinforce Teaching Skills
Collaboration
Share Stories
Add Value

Strengths
Lesson Plans
Appreciation
Broadening Perspectives
Build Trust and Community

Opportunities
Let’s Collaborate!

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

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