



WDFW's Organizational Performance System

Fish and Wildlife Commission
December 14, 2012 Meeting

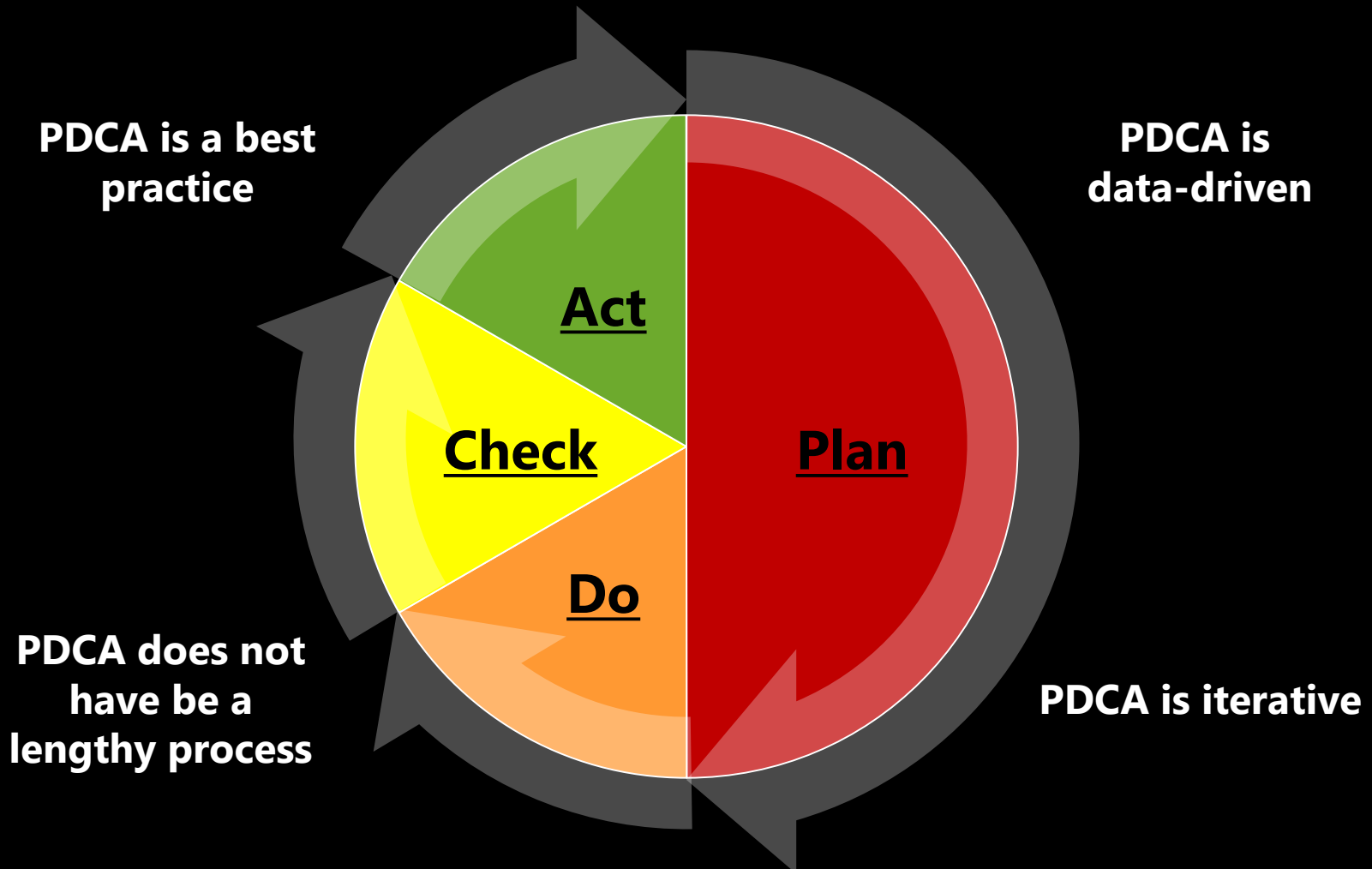
Jair Reitsma

WDFW Performance and Accountability Manager



Continually Improving Performance

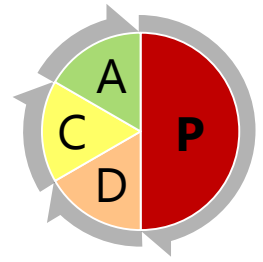
Implementing a Lean Management System, building on past accomplishments





Planning

The current status of WDFW's organizational Planning



- Development of a new Strategic Plan
- Program Business Plans that are linked to the Strategic Plan, describing the full scope of our operations
- Measures of success under development

Washington Department of Fish and Wildlife Organizational Framework

MISSION: Preserve, protect and perpetuate fish, wildlife and ecosystems while providing sustainable fish and wildlife recreational and commercial opportunities.

VISION: Conservation of Washington's fish and wildlife resources and ecosystems.

Goal 1

Conserve and protect native fish and wildlife

Healthy Fish and Wildlife

Sustainable Outdoor Experiences

Goal 2

Provide sustainable fishing, hunting, and other wildlife-related recreational and commercial experiences

Goal 3

Promote a healthy economy, protect community character, maintain an overall high quality of life, and deliver high-quality customer service

Integrating Social Values

Pursuing Operational Excellence

Goal 4

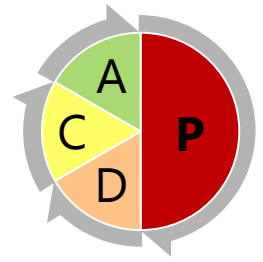
Build an effective and efficient organization by supporting our workforce, improving business processes, and investing in technology

CONSERVATION: Protection, preservation, management, or restoration of natural environments and the ecological communities that inhabit them; including management of human use for public benefit and sustainable social and economic needs.



Next Steps

What you can expect

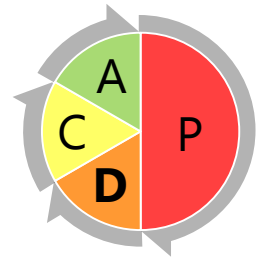


- Working draft of Strategic Plan in place until after session
- Program Business Plans to be completed April 1
- Measures of success to be completed in both the Strategic Plan and Program Business Plans



Doing

Implementing priorities



- Update on Priority Projects from the Director's performance agreement
- Ongoing activities are bulk of the work
- Implementing a Lean management system helps improve performance at all levels of the organization, whether Priority Projects or ongoing activities

Define Value

```
graph TD; A[Define Value] --> B[Visualize the Value Stream]; B --> C[Create Flow]; C --> D[Establish Pull]; D --> E[Pursue Perfection];
```

Visualize the Value Stream

Create Flow

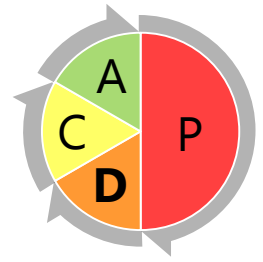
Establish Pull

Pursue Perfection



Next Steps

What you can expect

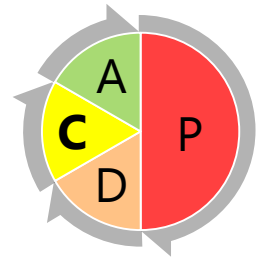


- Development of a new Director's performance agreement
- More news regarding the implementation of a Lean management system (February)



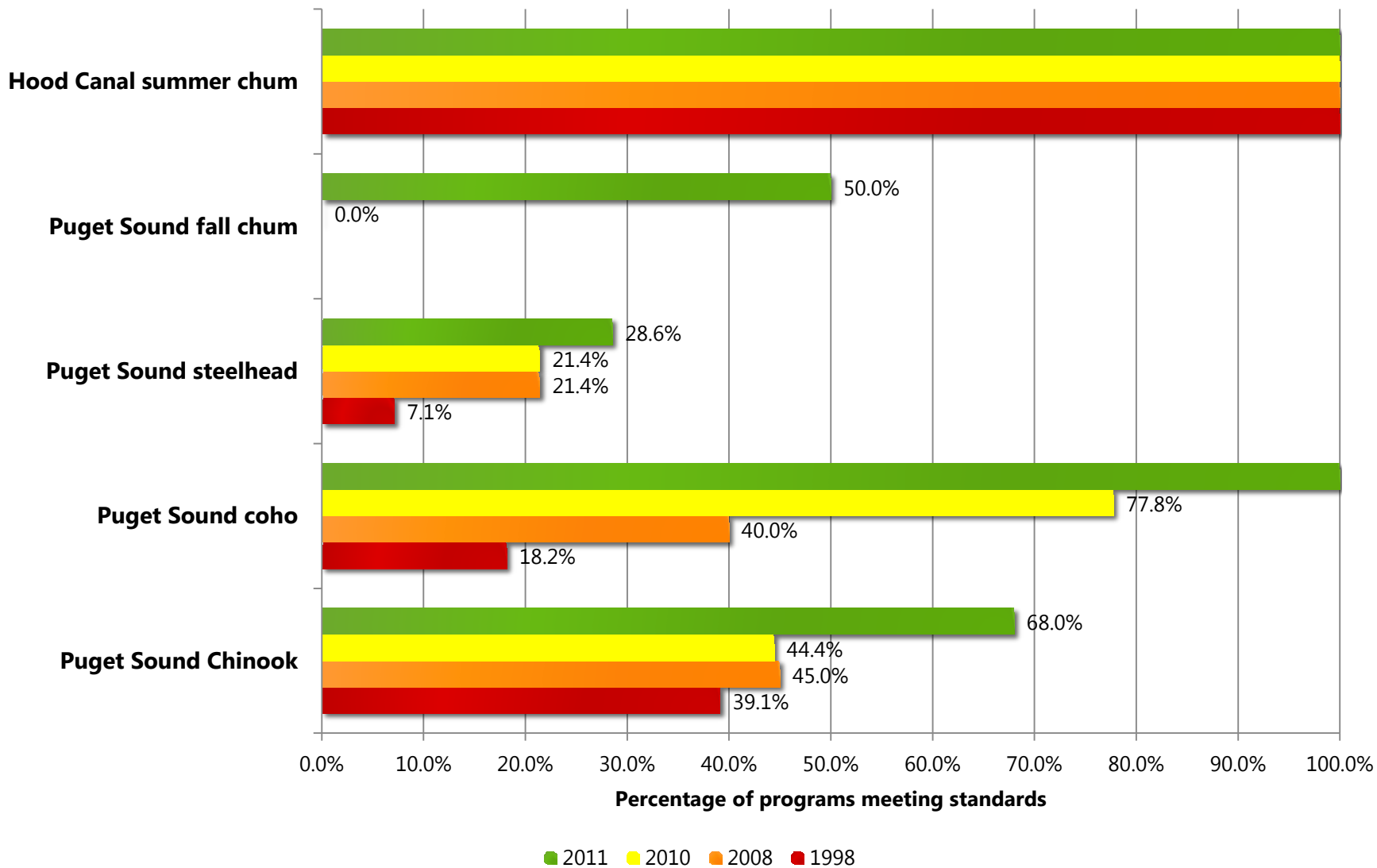
Checking

Measuring our progress

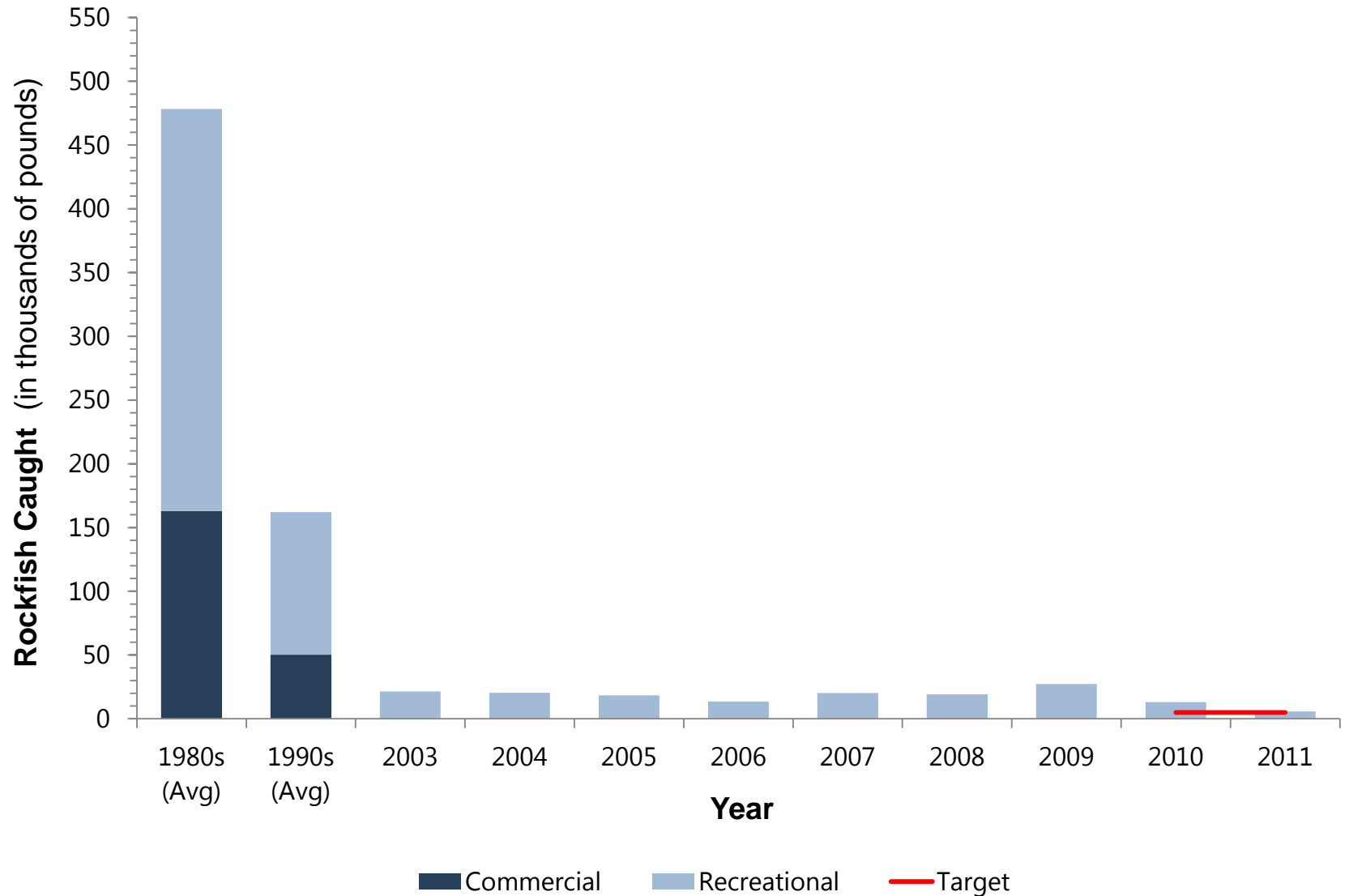


- Reporting to OFM on performance measures
- Reporting to the Governor's Office on GMAP measures
- No performance measures in 2011-17 Strategic Plan

DFW Puget Sound Hatchery Programs meeting broodstock standards



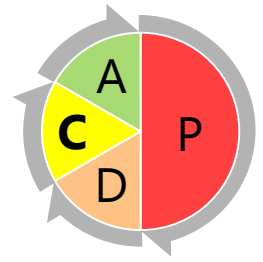
Regulations have reduced rockfish harvesting





Next Steps

What you can expect

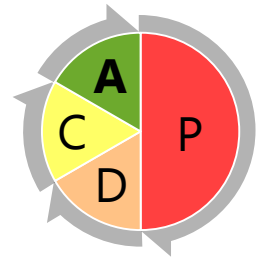


- Potential changes in performance measure reporting under the new Governor (TBD)
- New performance measures to come out planning process (May)
- Progress reporting on Lean journey



Act/Adjust

Organizational learning means continually adjusting to the circumstances

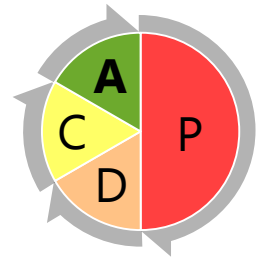


- Revised organizational planning framework
- Working on both strategic and operational issues with Lean
- Need to invest still more in pursuing operational excellence



Next Steps

What you can expect



- Desire to become more agile
- Lean can speed up the learning process
- PDCA is continuous as we pursue perfection