



WELCOME



**Organization Change
Management (OCM)
Toolkit for Executive Order**

March 6, 2024

“Change cannot be put on people. The best way to instill change is to do it with them. Create it with them.”

Lisa Bodell

Agenda



Background – Executive Order: Increasing Employment Opportunities in Washington State Government



Objective



OCM toolkit



Ways to engage



Action items



Closing

Background – Executive Order: Increasing Employment Opportunities in Washington State Government



Focus areas

1. Standardizing NEOGOV and OneWA system readiness
2. Improving access to state employment
3. Improving Washington State government's equity competency
4. Recruitment and hiring requirement
5. Pay equity

Objective

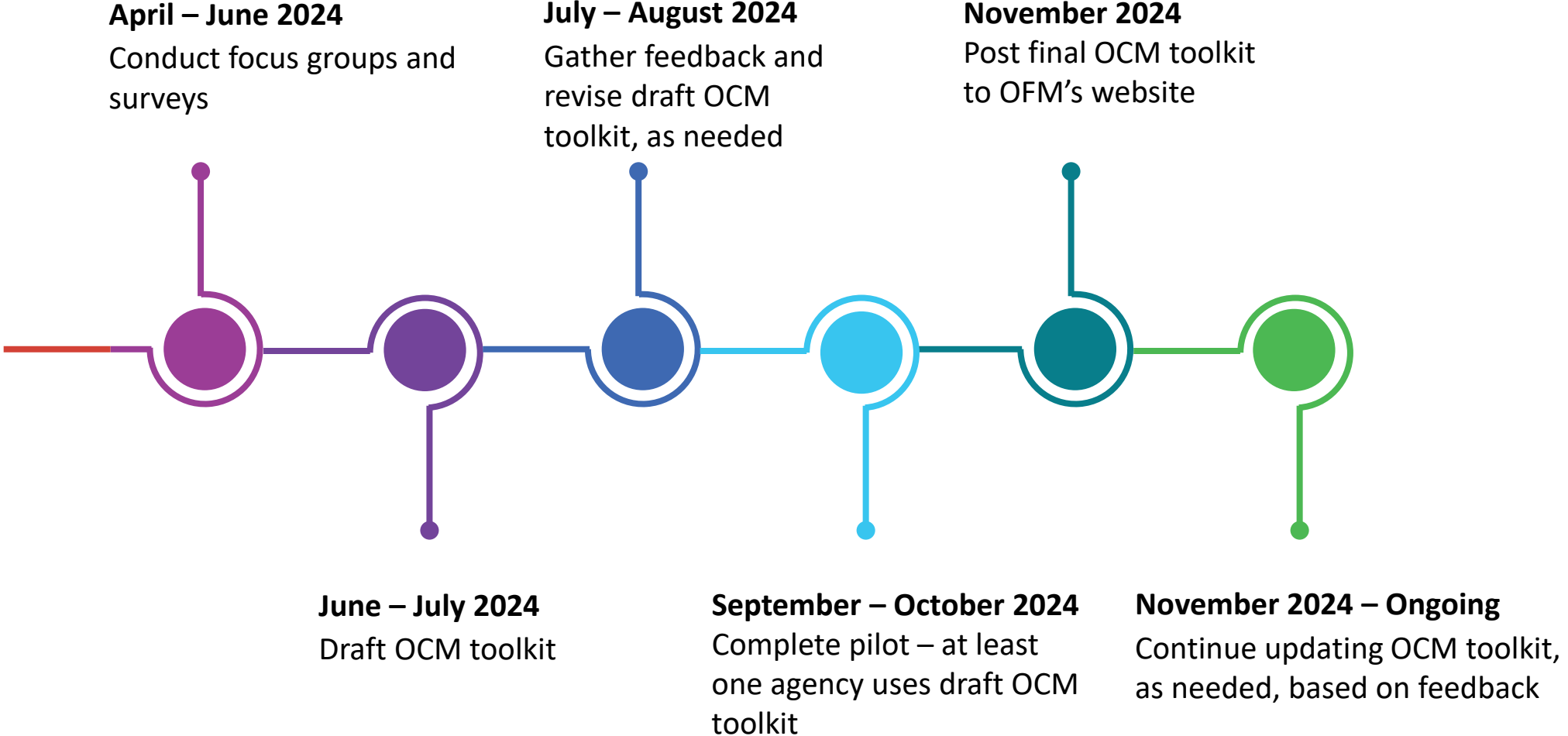
Gather and use
feedback from HR
professionals to develop
OCM toolkit for the
executive order



What's included in the OCM toolkit

- Frameworks
 - Assessments
 - OCM Plan - communications, sponsorship, resistance management, training, coaching and sustainment
 - Additional resources
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OCM toolkit roadmap





Ways to engage

Estimated time commitment – One hour per month or less

- Participate in anonymous surveys and/or focus groups – April – June 2024
- Review draft OCM toolkit – July – August 2024

Additional information will be available soon.

Action items



- Please provide Aunna Moss with the name of the OCM point of contact at your agency, if applicable
- If you are interested in participating in a focus group, please email Aunna Moss at aunna.moss@ofm.wa.gov.

Closing



SUMMARY



QUESTIONS?