CELEBRATING COLLABORATION

A partnership with RAIN and DES

AGENDA

- Our why
- Timeline
- Direct work with DES
- Change Management – things to think about

WHY?

- To make a change, you need a compelling reason for why!
- WHY: Alignment with the major avenue of accessing training opportunities, allowing for documentation of completion of training, and ensuring that changes in leadership of training for RAIN would not derail the process

Change isn't easy, it takes time.

Caroline Kennedy

2019

- Initial meeting with Cindy Cotter
- DES has new CLO – Wendy Endress
- Looping in a lot of people

1st Half 2023

- Permission from Deputy
- Reconnected with Cindy Cotter
- Jennifer Johnson on the case ☺

2024

First conversation with DES and CLO – Cheryl Sullivan-Colglazier

June 2021

- DES had changes in Training team structure
- Summer agency reorg
- Permission was needed from a deputy

2nd Half 2023

- After a number of technical meetings, trainings went live in March

☑ Persistence

☒ Give up

COLLABORATION WITH DES

- Marika had initial conversations; Marika and Jasper re-engaged in conversations; Marika picked back up conversations; Marika, Chess, and Becca continued conversations AND

- **Chess and Becca got RAIN through the finish line**

  - Training with the DES team to learn how to use LMS (2 hour meeting)
  - Pre-work in the sandbox (individually about 1.5 hours of practicing/reviewing)
  - Testing with the DES team (3-4 weeks on their end)
  - Creating the RAIN Domain (Another 3 weeks on their end)
    - Created all of our trainings
    - Course vs classes
    - Created audience
  - Training with the DES team (Another 1.5 hour training pre launch to finalize learning)

- Jennifer Johnson and Carlos Castillo are AMAZING!!

THINGS TO THINK ABOUT

- Change management
  - Systems change
  - Change in points of contact for both DES and RAIN
  - Moving old method into new method
  - Communicating about the change

- Trainings versus presentations

- Processes need documented to ensure longevity of understanding