



Washington State Department of
Enterprise Services

Leadership Development Training Update



Wednesday, February 5, 2020

Workplace Learning & Performance
Washington State Department of Enterprise Services

Vision



Building a pipeline of effective
leaders for individual, agency, and
Washington success

Leadership Development



Exec
Onboarding

Leading
Organizations

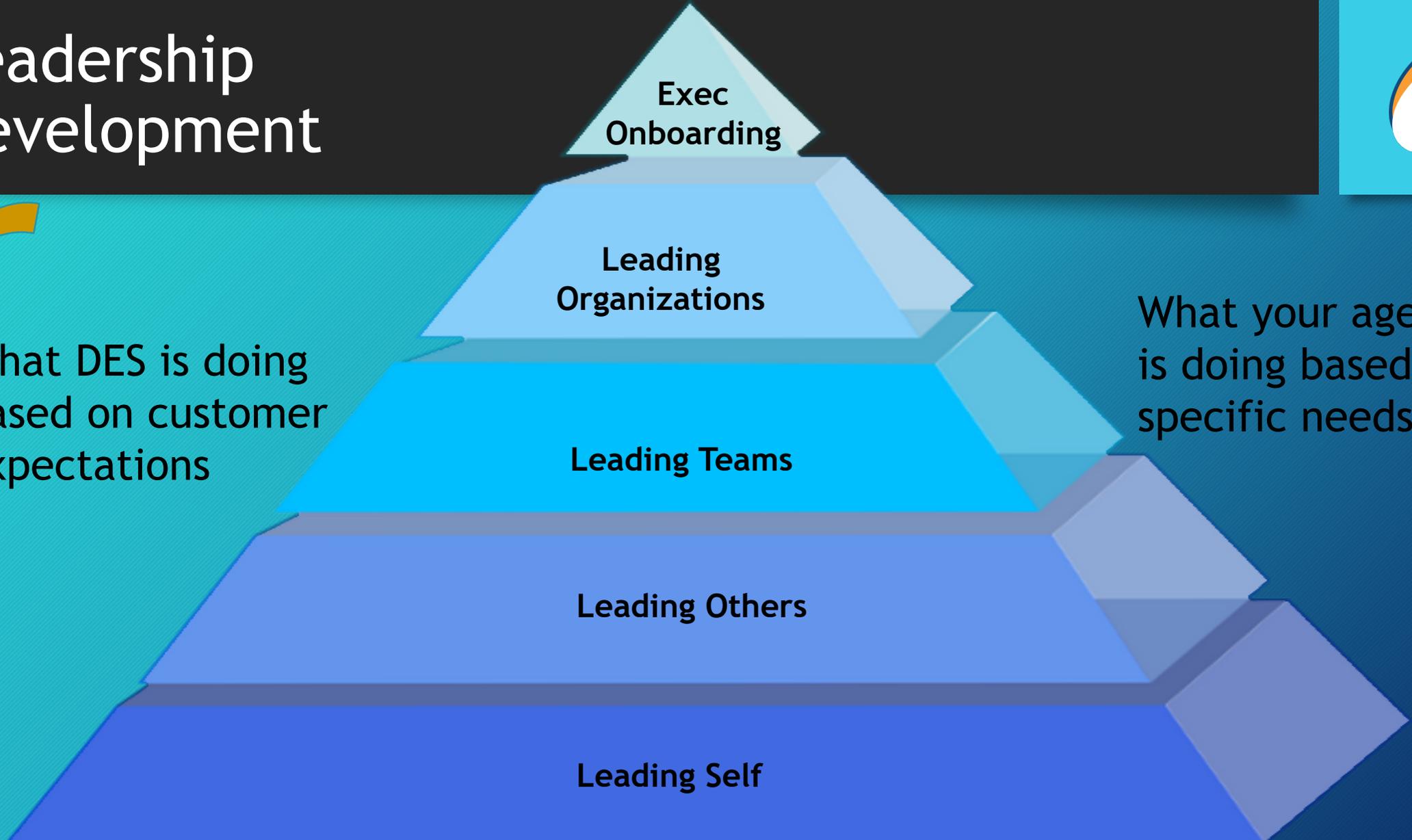
Leading Teams

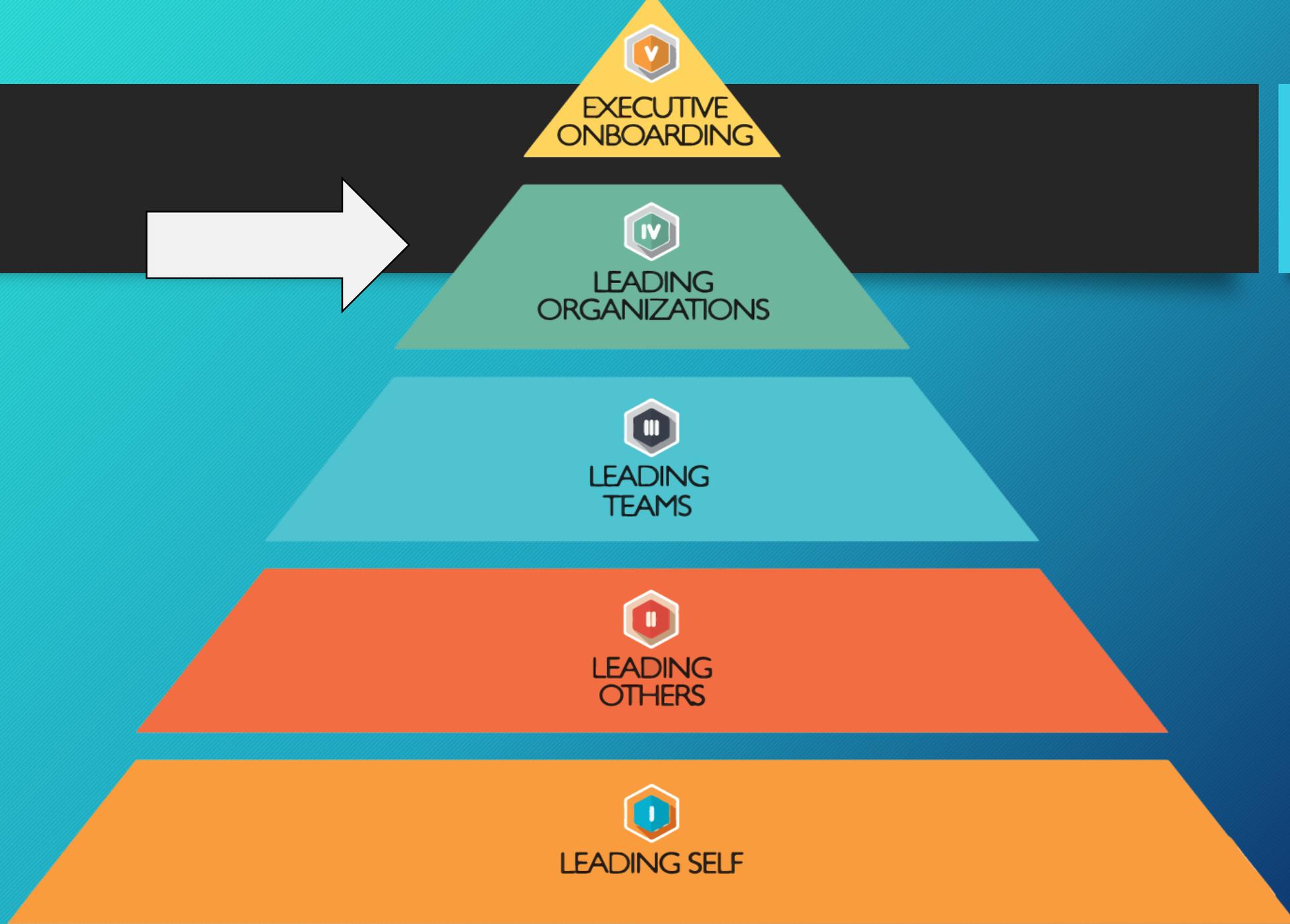
Leading Others

Leading Self

What DES is doing
based on customer
expectations

What your agency
is doing based on
specific needs





Partner agencies



Department of
Transportation
(WSDOT)

Department
of Ecology
(ECY)

Washington's
Lottery
(LOT)

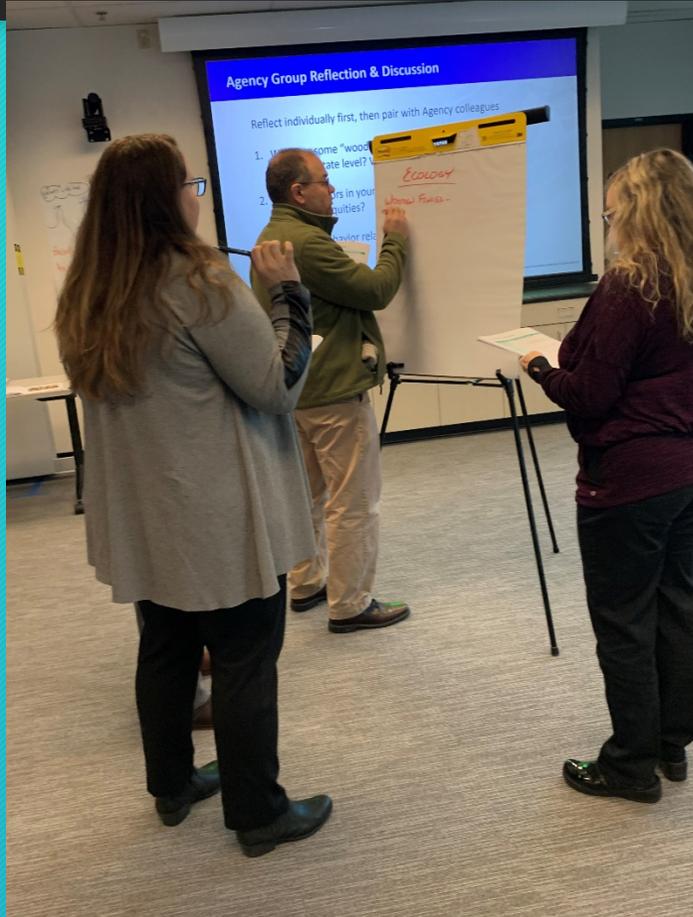
Department
of Health
(DOH)

Department
of Revenue
(DOR)

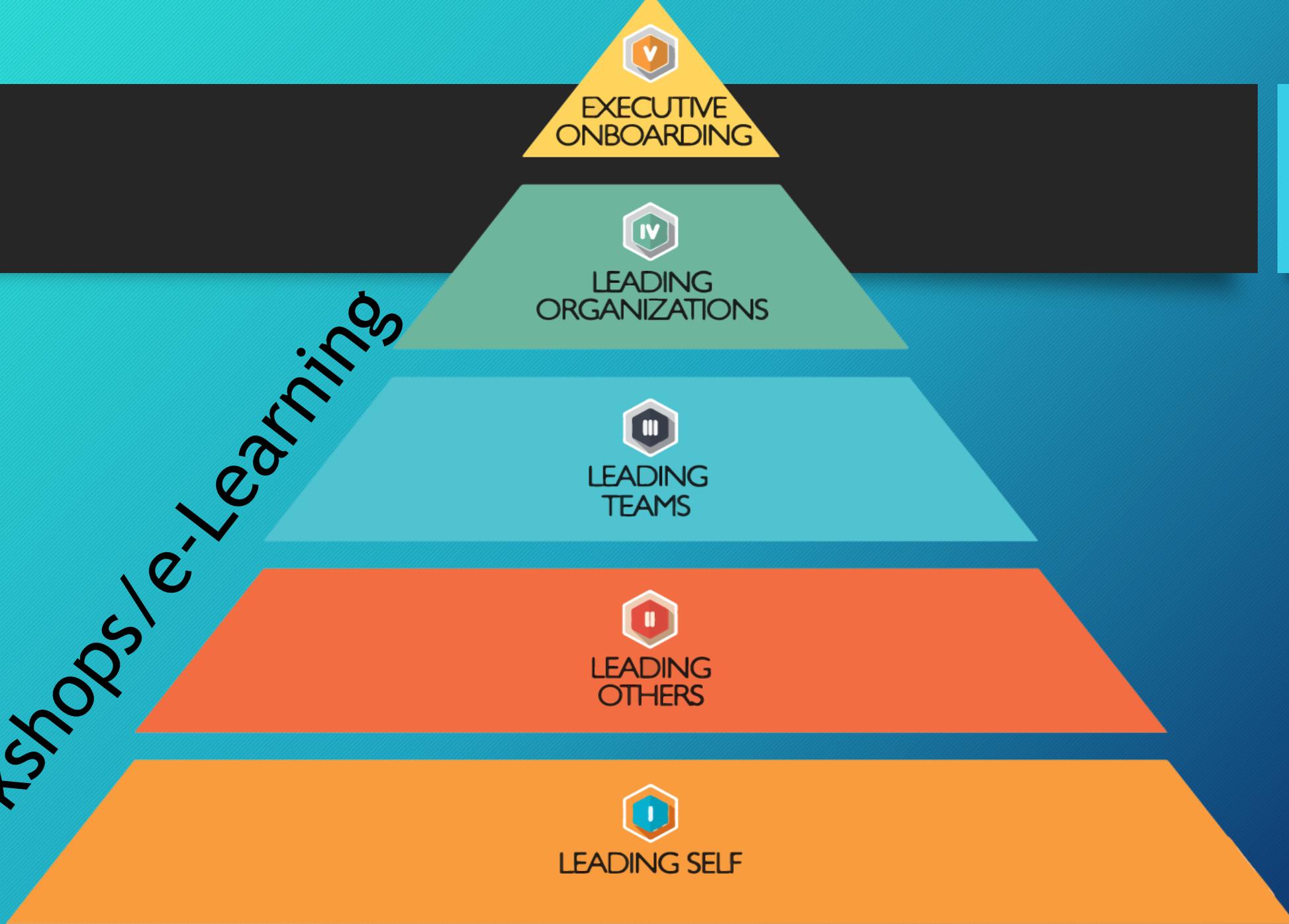
Department
of Financial
Institutions
(DFI)

Department
of Licensing
(DOL)

Agency leaders identifying inequities & inclusive behaviors



Workshops/e-Learning



State H.R. Directive 20-02



STATE OF WASHINGTON
OFFICE OF FINANCIAL MANAGEMENT
PO Box 47500 • Olympia, Washington 98504-7500 •

STATE HUMAN RESOURCES

HR DIRECTIVE 20-02

Effective: January 20, 2020

Authorized:

Workforce Diversity Directive - Training

Begin work of Implementation no later than May 1



2. Train all recruitment staff on recognizing and mitigating implicit bias.

If a state organization has not already done so, each organization shall develop a plan requiring hiring supervisors, managers, and designees to complete training before starting a new hiring process.

The training must address:

- a) Why implicit bias can be harmful to applicants, our agencies and institutions, and our communities, and
- b) Why a diverse and representative state workforce is beneficial for the people of Washington.

For ways to address implicit bias, review the Employer of Choice Committee publication on [Unconscious Bias in Hiring](#).

Goal: Help agencies meet the mandate of the directive



- Short-term: Workshop
 - Length
 - Cost
 - Timeline
- Long-term: Leading Others

Workshop Learning Objectives



- Identify the benefits of a diverse and representative state workforce for the people of Washington
- Explain the harmful impact of implicit bias to applicants, organizations, and communities
- Explore and identify your own biases
- Reduce the impact of bias on your hiring decisions

What We Need From You



- Who would be interested in having someone participate in the pilot?
- Based on the directive, what do you think the most critical components of the training should be?

<https://www.surveygizmo.com/s3/5441754/Hiring-Managers-February-2020>