

CYCLE OF PERSONAL OWNERSHIP

JUNE-AUGUST 2024 WINNERS



CHELAN COUNTY

TAMMY HARN

Wednesday July 31st, the District was preparing to make 2 very large vehicle purchases. Tammy was monitoring the activity of the purchase and noticed that the purchase contract expired on that very day. She also noticed that there was not yet another purchasing contract in place should we run past the end of business Wednesday. Tammy gave me thoughtful solutions to my problem, helped me navigate the process and was able to send the vendor a PO by 4 P.M. that afternoon. Tammy's abilities and willingness to help are greatly appreciated. Later that day, the vendor let me know that the next purchase contract would have had price increases over this current contract. Tammy's ability to deliver a solution that day saved the District from a price increase and helped keep this vehicle purchase moving forward. Tammy's personal and proactive approach to identifying an emergent problem, just-in-time communication of the same, then followed by shepherding me through the best solution for my team demonstrated personal ownership commensurate with the highest standards of performance at the District.

VERN MATTHEWS, JIM GRAVES & BRETT SANFORD

We frequently talk about the “ladder of accountability,” which emphasizes the progression of responsibility and ownership for staff within our organization, and this Cycle of Personal Ownership nomination is a model example of just that. After attending a conference earlier this year and learning about challenges faced by other organizations, Vern Matthews not only returned with knowledge to be shared within his team, but leaned in further to the ladder of accountability and embraced that learning doesn’t truly occur until behavior changes. Vern then worked together with Jim Graves and Brett Sanford (as well as the Distribution team) to collaborate with the local Chelan County Fire Department (CCFD) to discuss questions and necessary steps to be taken by both entities should a Power Transformer fire occur at some point in the future.

Proactively taking time to create this community relationship founded in open communication of essential information helps build trust, as well as significant capacity for safety success. This newly formed “team of teams” worked together to increase awareness of hazards and bolster defense-in-depth for both entities prior to such an undesired event occurring. Proving they are working to enhance the quality of life in Chelan County by living what we stand for: caring for ALL resources (stewardship); setting up successful work adaptation (safety); optimizing our systems (operational excellence); and building accountability for shared purpose, transparency, empowered decision-making, and aligned actions (trustworthiness).