
From: Wyant, Dan (DEQ)
Sent: Saturday, December 13, 2014 2:11 PM
Subject: December 1, 2014, SMT Highlights - Message from Director Dan Wyant
Attachments: IMTDream Team slide FINAL .pdf; IMT Summary report for DEQ SR 11242014 .pdf; 4DX One Year Later.pptx

Dear DEQ Staff,

Below is the information from the December 1, 2014, Senior Management Team (SMT) meeting. If you have any questions or need clarification, please contact your division/office management directly.

DEQ SENIOR MANAGEMENT TEAM MEETING NOTES

Director's Report

Future SMT Meetings:

Division/Office chiefs may be asked to attend the Executive Division 8:00 Monday morning staff meetings on a rotating schedule. Also, division/office chiefs will be asked to prepare presentations to the SMT on priority key issues on a rotating basis as well. This will give an opportunity for the other division/office management team and the executive team to react and provide comments. A schedule will be available prior to January 2015.

Future 1 on 1 Meetings with the Divisions/Offices:

Mary Beth will work with your division/office in December to schedule division/office meetings with your management team to go over division/office priorities, budget, and policy and legislative changes that may be needed. Please also include your division/office management team once they are scheduled. These will be scheduled for January/February.

The Director discussed his upcoming priorities:

- Culture Change
 - Engagement
 - Leadership
 - Compliance Assistance
 - Customer Service
 - Enforcement Policy
- Fundamental Programs
 - Air
 - Remediation for Redevelopment (R4R)
 - Waste
 - Water
 - Natural Resources Industries
- Technology
- Communication
- Economic Development

We will continue to focus on our 3 guiding principles and to be the best department in state government. We will continue to package Telling Our DEQ Story, focus on economic development,

oil and gas, redevelopment, recycling, and many other items listed above that will help us obtain long term funding.

Some of the following items have crossed the Director's desk this past month:

- 111d update - comments are due on December 1 and we are working with AQD to send these comments to the U.S EPA. A copy will be available on the Web site.
- Ozone Transport
- City of Flint Drinking Water
- Enforcement Policy
- Proposed Director's Advisory Council
- Future Grant Summit
- Communications
- Action Learning Teams
- Water Use
- Water Strategy
- Urban Oil and Gas Workgroup
- New Legislators
- Budget
- Update on Great Lakes Pipeline Task Force Council
- Enbridge
- Sappi Paper
- One Voice Document
- 201 Amendments
- 201 Criteria Workgroup
- Compliance Assistance/Customer Service/Employee Engagement
- Part 5

Deputy Director's Report

Deputy Director Jim Sygo announced a new Information Technology Section within the Administration Division:

- Creation of IT Section in Administration Division (Mike Beaulac, Bonita Sporer, and Deb Sweet)
- Provide increased priority on IT needs and address department needs
- Leverage staff skill sets within Administration Division

Deputy Director Jim Sygo also asked that the division/office chiefs prepare their performance objectives within the next two weeks. Included will be performance objectives on customer service and a Compliance Assistance Plan for each division and office chief.

4DX Presentation by George L. Krisztian

George Krisztian gave a great presentation on the laboratory and how they implemented The 4 Disciplines of Execution. The Wildly Important Goal (WIG) was to change the turnaround time, price, and quality to be as excellent as possible. Attached is his Power Point. This process has worked well and all divisions/offices are encouraged to use this process. The process engages staff on a project or objective. George provided excellent examples. This process takes 100 percent commitment and it works well. The Executive Division has copies of "The 4 Disciplines of Execution" available for borrowing. If interested, please contact Rosemarie Olszewski at 517-284-6700.

Legislative