

Inclusion, Innovation and Technology Summit

# I2T The Everyday Innovator



**Lakewood, Colorado**

**July 11, 2019**

# Welcome!

**Jackie Brusoe**  
Asset Maintenance – HQ  
2019 I2T Summit Chair  
I2T Team Vice Chair

# **In the event of an emergency evacuation WAPA Headquarters building**

1. Proceed ahead to exterior doors.
2. Follow the ramps to the sidewalk.
3. Walk to the front of the building.
4. Gather in the parking lot.

# 2019 I2T Summit Theme

The Everyday Innovator



# Agenda

9:00 – Welcome

9:05 – Administrator remarks

9:20 – Keynote speakers

10:35 – 2018 Innovation Challenge Follow-Up

10:40 – WAPA Employee Panel Discussion

11:20 – I2T Award Ceremony

1:00 – Innovation Challenge

# Poll Everywhere

Visit **PolleEv.com/WAPA** on your smartphones.  
Respond to the questions when prompted.

# Administrator Remarks

**Mark A. Gabriel**  
Administrator and CEO

# Gears of Government Award: Bird Repeller Team

- Tim Langer
- Michael Prowatzke
- Latisha Saare
- Andrea Severson

# Gears of Government Award: Delisting Petition Team

## WAPA:

- Steve Blazek
- Tim Langer

## Department of Interior:

- Joy Gober
- Tracey Switeck
- Seth Willey

# Gears of Government Award: Transparency Team

- Justin Borsheim
- Tony Camp
- Amber Rodriguez
- Teresa Waugh

# Keynote Speaker

**Patricia Hoffman**

Principal Deputy Assistant Secretary,  
Office of Electricity, Department of Energy

# Innovation

Improving what matters most

Patricia Hoffman  
Principal Deputy Assistant Secretary  
Office of Electricity



# Improving Efficiency and Effectiveness - Nothing works better than Pressure



WAPA responded rapidly to the historic Carr Fire in Northern California in July 2018.



U.S. DEPARTMENT OF  
**ENERGY**

OFFICE OF  
**ELECTRICITY**



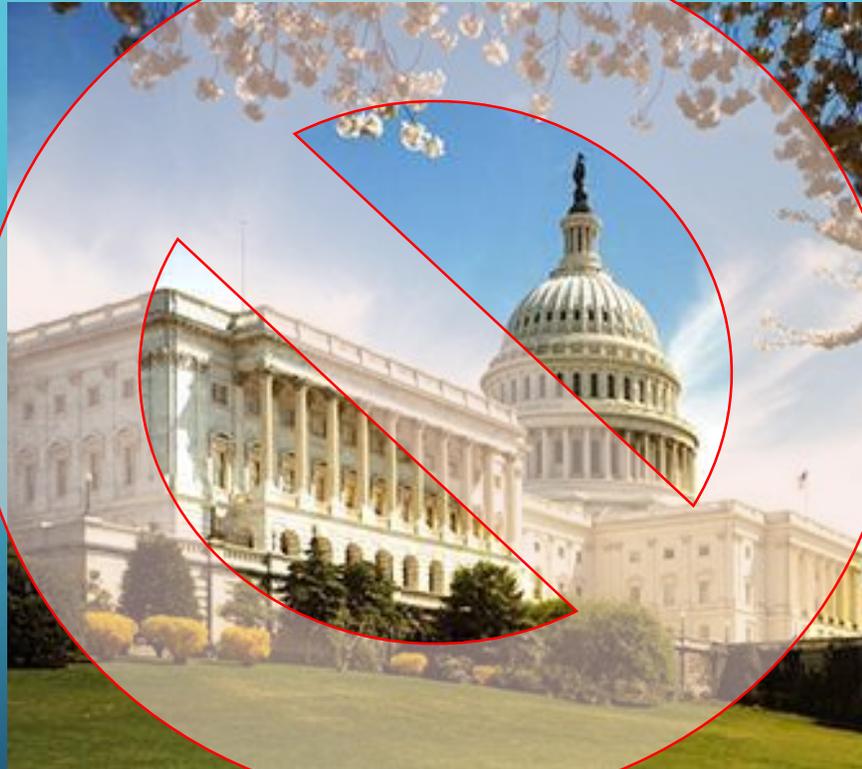
Small Ideas  
can Have  
Big Effects!



# PRODUCT-Process-BUSINESS MODEL



# What Can I DO?



FAILURE COMES WITH THE TERRITORY -  
Accept RISK and continue to innovate !



U.S. DEPARTMENT OF  
**ENERGY**

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**ELECTRICITY**

You Can Make a Difference -  
Be an Everyday Innovator !



U.S. DEPARTMENT OF  
**ENERGY**

OFFICE OF  
**ELECTRICITY**

# Poll Everywhere – question #1

*When you hear the phrase “**Everyday Innovator,**”  
what word(s) come to mind?*

# Keynote Speaker

**Pete Tseronis**  
Founder and CEO  
Dots and Bridges LLC

**Break time!**

# 2018 Innovation Challenge Follow-Up: SF<sub>6</sub> Tracking

**Dan Mar**  
Environmental Engineer  
HQ

## Poll Everywhere – question #2

*Pick the phrase that best describes you:*

- a. I have tons of ideas and can't wait to get my next one going!
- b. I have a lot of ideas. Implementation takes work but it is worth it.
- c. I have ideas but am discouraged by roadblocks.
- d. I have ideas but don't know where to start.
- e. I go with the flow and make-do with the way things are.

# WAPA Employee Panel Discussion

*Moderated by:*

**Judith Estep Ph.D.**

Chief Technology Innovation Officer,  
Bonneville Power Administration

# WAPA Employee Panelists

## **Valerie Berk**

Program Analyst  
Asset Management, HQ/DSW

## **Tim Langer, Ph.D.**

Biologist  
Natural Resources

## **Brian Bucks**

Electrical/Field Engineer  
RMR – Gering, NE

## **Paula Sibley**

Substation Electrician  
DSW – Boulder City/Mead

# Panel discussion

Do you have a follow-up  
question or comment?

Email **[I2T@wapa.gov](mailto:I2T@wapa.gov)**

# Discussion question #1

Change is all around us all the time. Some of you have seen your fair share in your years at WAPA. What innovative ways have you and or your groups navigated and dealt with change?

## Discussion question #2

When you have a change or improvement you want to make, or an innovation to create or deploy, what are your strategies for leveraging influence within your sphere of control without having authority to direct employees or make final decisions?

What do you do to get buy-in?

How have you handled and recovered from setbacks?

## Discussion question #3

When talking and thinking about innovation, there's a saying: "It's OK to fail." Can you tell us about a failure you have experienced? How did you overcome it and what did you learn?

# I2T Awards Ceremony

**David Tucker**  
Enterprise Architecture  
I2T Team Chair

# Automated SCADA reporting

- Matthew Bailey

# Splunk implementation

- Drew Calcaterra
- Michael Cantrell
- Sean Foster
- Michael Grafton
- Jordan Moore
- Alan Padgett

# OEID Diversity Dashboard

- LaKischa Cook
- Julia Duffy
- Lisa Hansen
- Chuck Marquez
- Mark Soden
- Erika Walters
- Caleb Williams

# Physical security camera architecture

- Gerry Gasca
- Christine Hale
- Dan Hubert
- John Isbell
- Bryan Klinkel
- Don Kuntz
- Adrian Martinez
- Travis Perrin
- Kevin Schulz
- Sam Sharwarko
- Tonya Spencer
- Larry Wren

# SCADA remote support access

- Corinna Gonzalez
- William Lawrence

# Protection Engineering website

- Joe Niswonger

# Innovative work environment

- Joe Fast

# SN Power Marketing process improvement

- Debbie Hawthorne
- David Lunceford
- Chris Peers
- Cindy Tafoya
- Maria Tyler

# Two-factor authorization for SCADA

- Matthew Bailey
- Jodi Jensen
- Jacque Lopez
- Mike Paris
- Steve Schmiesing
- Scott Schroeder
- Tim Weathers

# CRSP MC Mitel phone system

- Michael Cantrell
- Jane Harrell
- Bich Nguyen
- Brian Sadler

# Honorable mention: Active Directory standardization

- Doug Duxbury
- Robin Morgan
- Patricia Musk
- Max Pitard
- Eric Skinner
- Tammy Tassitano

# Honorable mention: HQ People Locator

- Byron Edwards

# Honorable mention: Award selection process automation

- Carolyn Gates

# Honorable mention: Safety Incentive Award process

- Allison Burnett

# Honorable mention: Deseret milkvetch ESA delisting

- Steve Blazek
- Matt Blevins
- Shane Hedrick
- Tim Langer

**Thank you for tuning in  
to the 2019 I2T Summit!**

**Please return  
at 1 p.m. for the  
Innovation Challenge.**



# Innovation Challenge definition

An Innovation Challenge is a collaborative and interactive team activity that brings individuals with various backgrounds together to brainstorm solutions for real-life WAPA issues.

This year we are addressing some of our more cultural challenges in the organization instead of technical issues.

# Schedule

- Innovation Challenge kickoff 1:00 – 1:15
- Teams Working to Presentation 1:20 – 2:30
- Presentations 2:35 – 4:00
- Winner Announcement and Close 4:10 – 4:30

# Judging metrics

- Creativity
- Ease of implementation / practicality
- Impact on the organization
  
- Our judges this year are:
  - Patricia Hoffman – OE – DOE
  - Kevin Howard – WAPA – COO
  - James Hillegas-Elting – BPA

*This is supposed to be fun, but we also want real solutions we can use.*

# Challenge #1

## Problem:

- Employees are unaware of the many technological tools available.
- Employees often only scratch the surface of the tool's capabilities.
- *Think Microsoft Office's OneNote or SharePoint Team Sites.*

## Impact: Employees experience

- **Frustration** in current process to do work.
- **Lost productivity** because of inefficient tools/systems.
- **Inconsistent tool knowledge/use** with their peers, creating disparity in process automation and collaboration.
- Needless purchase and upkeep of **one-off tools**, which further reduces knowledge transfer and support.

## Your Challenge:

- How might we **increase employees' awareness of the technological tools** available at WAPA?
- How might we **empower employees to fully leverage the tools** to increase their efficiency and effectiveness?

# Challenge #2 – Background

- Tactical Action Plan 2019

**Inclusion and Diversity:** Contribute to a culture that values diversity and invites different perspectives to enhance decision making, strengthen innovation and drive employee engagement and motivation.

- Inclusion and Diversity at WAPA

“Inclusion is about creating an environment in which employees feel like they belong, their differences are valued and they have equal access to opportunities to do their best work.”

# Challenge #2 – Inclusion and Diversity

## Problem:

- Inclusion at WAPA seems to be more of a vision than an organizationwide culture.
- Lack of accountability.

## Impact:

- Innovative solutions are often missed due to lack of inclusive culture.
- WAPA's Tactical Action Plan.
- Overall employee engagement.
- Overlap with principles of psychological safety, can impact talent and knowledge retention.

## Challenge:

- How might we ensure that inclusive behaviors are implemented throughout the entire WAPA organization?

# Innovation Challenge guidelines

- Work only 1 of the 2 challenges.
- Presentations must be no longer than 5 minutes.
- No set style or format for presentation.
- If presenting by PowerPoint, email file to **reed@wapa.gov** no later than 2:30 p.m.
- If using flip charts or other visual aids, make sure they are visible via VTC camera.
- Be back in room and ready to view presentations at 2:35 p.m. sharp.
- Order of Presentations – on the Challenge handouts.
- Complete and send Solution Summary Sheet (Word document) to **sirney@wapa.gov**.

# Innovation Challenge

**Jon Sirney**  
**Jen Neville**  
**Ben Kauer**

# Innovation Challenge winner!

**Upper Great Plains – Watertown**

**Baryaley Sharwani, Chris Bultsma, Doug Brown**

# **Innovation Challenge honorable mention!**

## **Headquarters Team 4**

**Erin Green, Mike Montoya, Teresa Waugh, Sonja Anderson,  
Nikki King, Anjan Bose, Erin Foraker, Paula Sibley**