



THE A-TEAM EXCHANGE



THIS PLACE IS AWESOME.

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The State of Alaska

WeBe’s Waiting in the Wings: In every government agency, state, local or federal, there are employees who have been around awhile and figure they’ll be around after this new boss/leader/administration is gone. I say this, having been a government employee all my career. I’ve heard that here at the Department of Administration (DOA), these employees call themselves the “WeBe’s”: “We Be’s here after You Be’s gone.”

We Be’s seem to generally fall into two groups. One group actively opposes, resists, or undermines the new leader(s). There are not many of them, and experienced supervisors can handle them with HR actions. The majority of We Be’s, though, are in the other group. They keep a low profile, don’t rock the boat, and mostly just get by day in and day out. They often feel disengaged, usually because they tend to suffer from change fatigue from all the bosses/leaders/administrations they’ve served.

Well, “We Be” the new Administration and we see you, we acknowledge you, and we want to hear from you. We need you in the fold, engaged, excited and participating in enriching the workplace that you’ve called your own for so long.

Your perspectives matter! You have been here, and you have seen things that have almost worked, things that would never work, and you have ideas that have never been heard. For the Newbie’s, you matter too because with you come fresh eyes, a different perspective, apart from the status quo. We will need both views to accomplish all we have set out to achieve together.

Now is the time to be proactive, excited, and engaged; it is time to wholeheartedly join the team we like to call the Department of *Awesomestration* by contributing your unique ideas!

In order to facilitate this objective, my Office is providing two new avenues. First, we invite all of DOA to submit ideas about how DOA can function better to we.be-ideas@alaska.gov. Our office will be monitoring the account, and the ideas we receive will be shared with leadership. While we can’t take every idea and make it so, it is our confidence that your ideas will contribute to our Department’s most meaningful solutions. So, please do not hesitate; take the time to put words to your ideas, big and small, and send them our way!

Second, the Commissioner’s office will soon be sending out a short survey asking for your input and for innovative ideas. The survey will provide an opportunity for open-ended feedback on the way we do business and will be anonymous. Please take the time to respond. We need to hear from you, those who do the work day in and day out, and know the DOA best.

Thank you for being a part of this wonderful Department. I so look forward to working with you to make it the best it has ever been!
– Commissioner Kelly



Legislative Shout-Out: With this year’s regular session all buttoned up, the Commissioner’s office would like to extend a sincere thank you to all who contributed to the Department’s legislative efforts. Individuals within each Division prepared last-minute fiscal notes, willingly took on long and laborious bill analyses, stood ready for hours on end to provide testimony on the phone or in person, met with legislators and legislative staff, prepared legislative presentations, and much more. Your contributions were essential to serving our mission (and surviving an intense session). We greatly appreciate your efforts and cannot adequately express in words the value you brought to the team over the past several months. Thank you!!!

Welcome to the Team: We would like to extend an enthusiastic welcome to Hans Zigmund! Hans is relocating from Illinois to Juneau, with his family, to take the helm of the Division of Finance in the Director role. We are excited to welcome him to the team and get to know him better!



Where (what town) is home?

A place is home when the family integrates with the community. Homewood - Flossmoor in the Chicago south suburbs has been our home for more than a decade. My family will join me in Juneau this August. We can’t wait to become part of a Juneau church, the schools, Boy Scouts and other community organizations.

Most awesome place you have ever traveled?

The most awesome place I’ve ever visited for its pure natural amazement is Grand Canyon National Park. But, the location that exceeded my expectations more than any place I’ve ever visited was Graceland. Go ahead and judge. ;-)

As a kid, what did you want to be when you grew up?

As a kid I grew up near Great Lakes Naval Station and wanted to have a career in the Navy. I did spend six years on active duty, which I loved, but when my tour of duty was finished, I decided it was time to go to college and do something new.

A dream from your bucket list yet to be accomplished?

So much of my unaccomplished bucket list is here in Alaska. Everything from hiking in Denali to kayaking Glacier Bay is yet to be done. But the thing I want to do most is cross the Arctic Circle and fish for grayling.

An interesting fact/hobby?

My fourth great grandfather Hans Dahlgren emigrated from Sweden to the United States in 1842. He was one of the founding members of Bishop Hill, a Swedish religious colony and western Illinois. His portrait was painted by Olaf Kranz and hangs in the Bishop Hill Museum.

Most embarrassing work experience?

On my first visit to the Illinois Governor’s mansion my wife and I “accidentally” entered through a ballroom window during the Christmas party.

What inspired you to take this job?

I am truly inspired by the spirit of individualism and self-reliance I observed in the people of Juneau on my visit. I can’t wait to see how that spirit manifests itself in the workplace.

What are you most looking forward to in this job?

I am really looking forward to building a new strong and lasting relationships with a great group of people. I remain very close to many of my colleagues back in Illinois. I hope to forge just as strong of bonds with my colleagues here in Alaska.
Welcome to our awesome Team, Hans!

Service Excellence Shout out: There are many individuals in DOA who provide incredible examples of excellence in customer service, a central value for our department. **Erik Bobo**, Systems Programmer in OIT, is one of those individuals. Erik has been a part of the OIT Security Office for 10 years and served several years prior to that in the Department of Health and Social Services. Erik has consistently leveraged his unique expertise to the benefit of his team and our department. And, over the past decade he has developed a reputation among our customers for kindness, patience, empathy, and knowledgeability. With his example of service excellence Erik had become a wonderful representation of his team and our department and has set the bar high for us all. Please join us in thanking Erik for his hard work, dedication, and his exemplary service to Alaskans! **Thank you, Erik!**



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Teladoc: Healthcare accessibility is a hot topic today, and while many folks are excited by the superb new options associated with their health benefits packages (thank you DRB), many prefer more traditional approach to medicine.

Some quite enjoy the *sounds and smells of the doctor’s office* waiting room. Some even enjoy using leave time to experience *unpredictably long waits* at the doctor’s office. Others find waiting rooms to be a petri dish not for a *smorgasbord of germs and illness*, but for friendship; a relaxing place for community to flourish and spread. If you are that person, kudos to you! If not, Teladoc is for you! With Teladoc, you can often avoid the sights, sounds, smells, of the doctor’s office, urgent care, and the ER, while also avoiding the cost. Teladoc allows the convenience of speaking with a doctor from the comfort of your own home.

Right now, Teladoc is running a promotion: **Set up your account by July 31, 2019 for your chance to win one of 11 RTIC® Cooler prizes. Also pay \$0 copay!**

Creative Cost Savings: Last week OIT became aware of discount offer on a technology contract, which would allow \$10,000 of savings for early payment. In response to the information, the necessary individuals were able to quickly reprioritize and coordinate to prepare everything needed to make the payment early and secure the savings. We wanted to thank OIT for their effort and flexibility in securing the savings, and draw attention to their example. This sort of awareness, creativity, and flexibility is a great example to us all as we seek out cost savings and efficiencies every day.

As you become aware of examples such as this, please also share with the Commissioner’s office. It is helpful to us all to know how others are achieving our goals and it builds synergy and momentum as we seek to make DOA the best it has ever been. **Thank you, OIT!**

Happy Fourth of July: I want to wish you all an awesome 4th of July, celebrating our great nation, the freedoms we enjoy, and the values that unite us together as nation. I also want to acknowledge the unique contributions you make as a public servant. Every day you demonstrate your patriotism through your faithful civil service to the people of Alaska. Thank you for all you do! – Commissioner Kelly