



## BRG CONVERSATION GUIDE

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### **BRG: Leading the Way as One Team** *Breakout Sessions Re-cap and Questions*

#### **Summary**

Participants emphasized the importance of fostering buy-in at all levels, with a focus on clear communication, modeling behaviors, and creating ownership among employees. They discussed the need for alignment with King County Executive Branch Values and True North, integrating Best-Run Government (BRG) into decision-making processes, and encouraging a culture of continuous improvement.

Also, participants highlighted the importance of coaching, communication, accountability, transparency, and data-driven decision-making in realizing the vision of a Best-Run Government.

Overall, the sessions emphasized the commitment to operationalizing BRG principles into everyday work; aligning with departments' current work; and supporting a culture of innovation, collaboration, and excellence across the county.

#### **Engaging Your Teams in Conversations**

Each week, for each theme listed below, discuss whether your leadership team is currently implementing these practices and attributes.

1. Are we already modeling these behaviors? If so, how? If not, what are some steps we can take to get there?
2. What support or changes are necessary for us to fully model these behaviors within our leadership team?
3. What about this do you like that needs to be cascaded or emphasized with your teams?
4. What is most relevant and needed by your team to have a conversation?



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### Themes that Emerged from Breakout Sessions

Multiple themes emerged upon reviewing the comments from all the breakout rooms. Each theme emphasizes different aspects of understanding, commitment, implementation, and ongoing improvement within the framework of Best-Run Government in King County.

#### Understanding and Integration of BRG:

- Employees understand why BRG is central to King County.
- Buy-in can take time for some, with people connecting their work to BRG and actively becoming involved in BRG programs.

#### Leadership and Modeling:

- Leading by example, walking the walk, and modeling supportive behaviors.
- Coaching and supporting individuals and teams to deeper understanding, not just providing guidance.

#### Operationalizing BRG:

- Incorporating BRG principles into daily work and decision-making processes.
- Creating a team culture where people feel safe to experiment, innovate, and provide honest feedback.

#### Engagement and Communication:

- Encouraging dialogue, asking questions, and encouraging open communication about BRG.
- Promoting team discussions, understanding, and alignment with King County Executive Branch Values, True North, and concepts.

#### Recognition and Celebration:

- Recognizing and celebrating successes that align with BRG vision.
- Encouraging nominations for BRG awards and sharing the value of recognition with the team.

#### Implementation and Monitoring:

- Implementing BRG tools and processes effectively, ensuring alignment with the BRG Roadmap.
- Monitoring progress, regularly reviewing action plans, and making necessary adjustments.

#### Innovation and Continuous Improvement:

- Fostering a culture of innovation rooted in BRG.
- Continuously seeking opportunities for improvement and aligning actions with BRG principles.