

CYCLE OF PERSONAL OWNERSHIP

DECEMBER 2021 WINNERS



CHELAN COUNTY

JESSICA BLACKBURN

I would like to nominate Jessica Blackburn for demonstrating the Cycle of Personal Ownership due to her selfless efforts to accept additional work this year for IT. Jessica has taken on a great deal of extra work, including some beyond the scope of her normal duties, to keep many IT projects moving forward. She continually demonstrates responsibility, empowerment and accountability by taking on tasks, identifying the importance and work required, enlisting help from others, overcoming barriers, and seeing the work through to completion. She is also remarkable in communicating complex information to cross-functional teams and regularly reflects on completed work to suggest methods for improvement. All of this effort has been carried out during the IT re-org and without her efforts many projects would not be where they are today.

HEATHER IRELAN

I would like to recognize Heather Irelan for leading the extension of our existing standby bond purchase agreement. Heather led the effort to identify and execute a streamlined approach that saved the District an estimated 200 staff hours, \$50,000 in reduced legal and consultant fees, \$15,000 in reduced annual costs and provided greater certainty and reduced risk by securing a five-year agreement over a four-year one. In addition, the project was completed three months in advance of the scheduled timeline. Heather demonstrated personal ownership from identification of the opportunity, to leading the internal and external teams to completion of the project. The successful completion of this project reflects our values of Operational Excellence, Trustworthiness and Stewardship for our customer-owners and bondholders. Well done, Heather!