

In the spirit of continuous improvement, Lean Training is undergoing big changes!

The ANR's Department of Environmental Conservation began its Continuous Improvement(CI) journey in 2014 to assess business practices for efficiency, transparency, and fairness, taking advantage of advances in technology, without compromising our vision and statutory obligations to protect the environment.). In those early days, we were introduced to Lean methodologies and tools to solve problems and assess business practices Today, over 114 employees across ANR have attended a Lean training. Roughly 50 Lean projects have been implemented, tackling everything from (*Encroachment and Shoreland Permitting to FPR Contracting*).

By creating a culture of continuous improvement, the Lean tools empower each of us to become change makers and problem solvers. These tools strengthen our service to Vermonters because they help us pinpoint efficiencies, increase transparency, and develop time and money-saving processes.

New Year, New Lean trainings

This year, the Agency of Administrative (AOA) is coordinating 5 new training opportunities for ANR staff offered by the Center for Achievement in Public Service (CAPS) in Montpelier. After each training, you'll walk away with a strong ability to solve persistent problems, increase value for the communities you serve, and simplify complex processes.

#1 I'm new to continuous improvement. What are my options?

Complete the [30-minute online Continuous Improvement \(CI\) 101 training](#) in the State's [learning Management System](#). This introductory class outlines key ideas for improvement. After that, you'll be invited to attend half-day trainings on [problem solving \(102\)](#) and [using data \(103\)](#) at CAPS.

#2 I've already received some training. What is the next step?

Current white belts can start with the Continuous Improvement 104: Applied Problem Solving, to put their training into action. Yellow and Green belts are part of a new series. If you'd like to become a Yellow or Green Belt, [APPLY HERE](#).

#3 I'm already a certified Lean Green Belt. What opportunities are available to me?

New skill ladders exist within the Green Belt certification. Consider pursuing specialties in Data, Tools or Facilitation. If your supervisor approves, you can pursue any or all of these to eventually achieve Black Belt certification.

#4 I'm a supervisor. How can I use these trainings?

After completing the 30 Minute CI Training (101) and two half day courses (102 and 103), you can take a 1-day training (Continuous Improvement for Supervisors) that will equip you with all the tools you'll need to successfully organize and run an effective Lean team.



#5 I've got a problem I'd like to solve; How can I get help?

Reach out to john.sears@vermont.gov or justin.kenney@vermont.gov with an email, Submit a Lean idea using the [DEC Lean SharePoint site](#) or consult your supervisor.

[More training information](#) is available. Contact justin.kenney@vermont.gov, AOA with questions about training, Steve.chadwick@vermont.gov, ANR or john.sears@vermont.gov, DEC for questions on Continuous Improvement in ANR.