

# Using P2 to Grow New Leaders

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**HBCU** PATHWAYS  
Uncovering Excellence





**CLEAN WATER**

**WATERSHED PROTECTION**

**SOLID RESOURCES**

**LIVABILITY**



**environment  
LASANITATION**  
CITY OF LOS ANGELES

# Expected Lessons

- How to plan, and develop new leaders using P2 Tools and Principles
- Using a P2 Champions ( focus workgroup) program to stimulate and grow businesses while building source control experts
- How to use Change Management theory and Principles to sustain the P2 , Champions, Leadership Development Program.



# Challenges

BY 2050  
THERE WILL BE **MORE**  
**PLASTIC** IN THE OCEAN  
THAN FISH.



WATER  
SCARCITY  
IS  
**INCREASING**



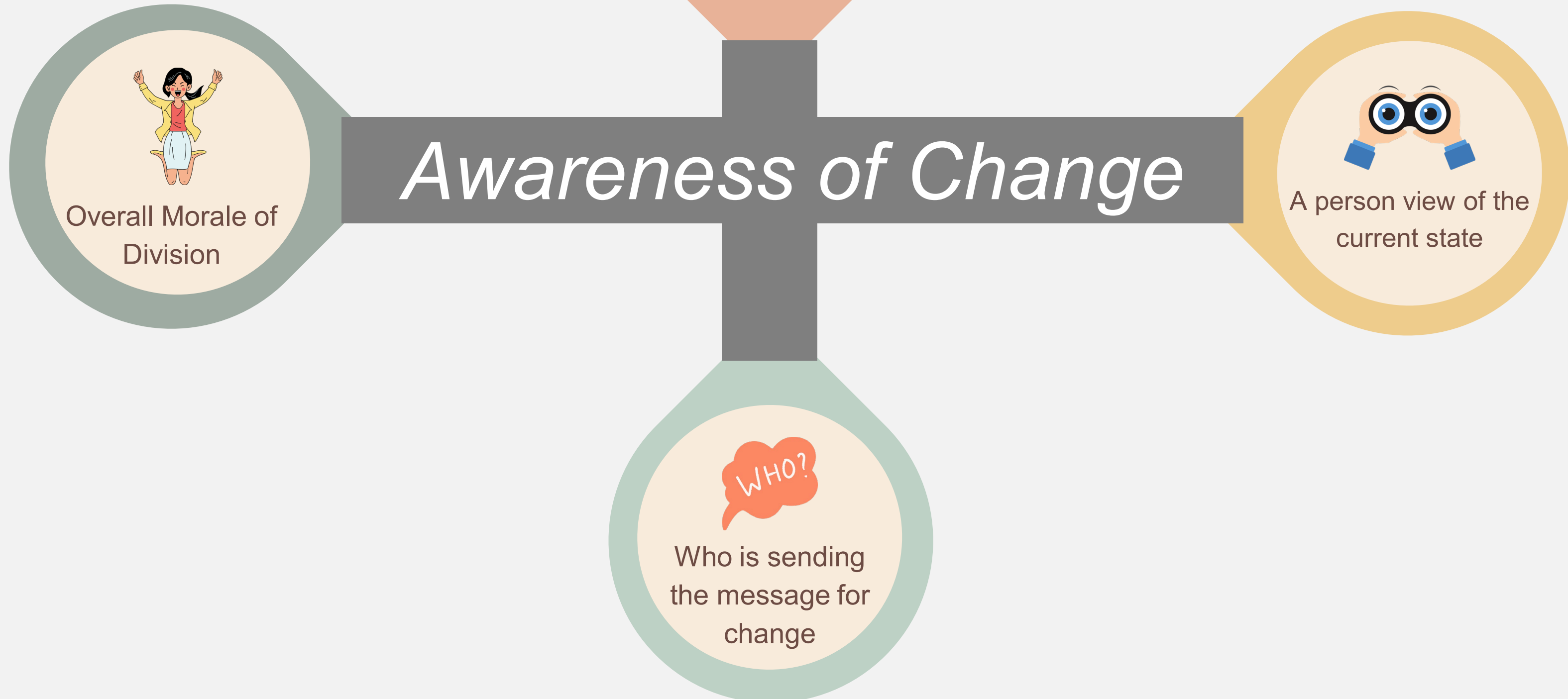
OUR LINEAR  
ECONOMY IS  
**TAKE, MAKE,**  
**WASTE**



# Changing a Division Culture



# Factors Influencing Awareness Of Change



Conflicts

Overall Morale of Division

A person view of the current state

Who is sending the message for change

# P-2 and Leadership Attributes Metrics

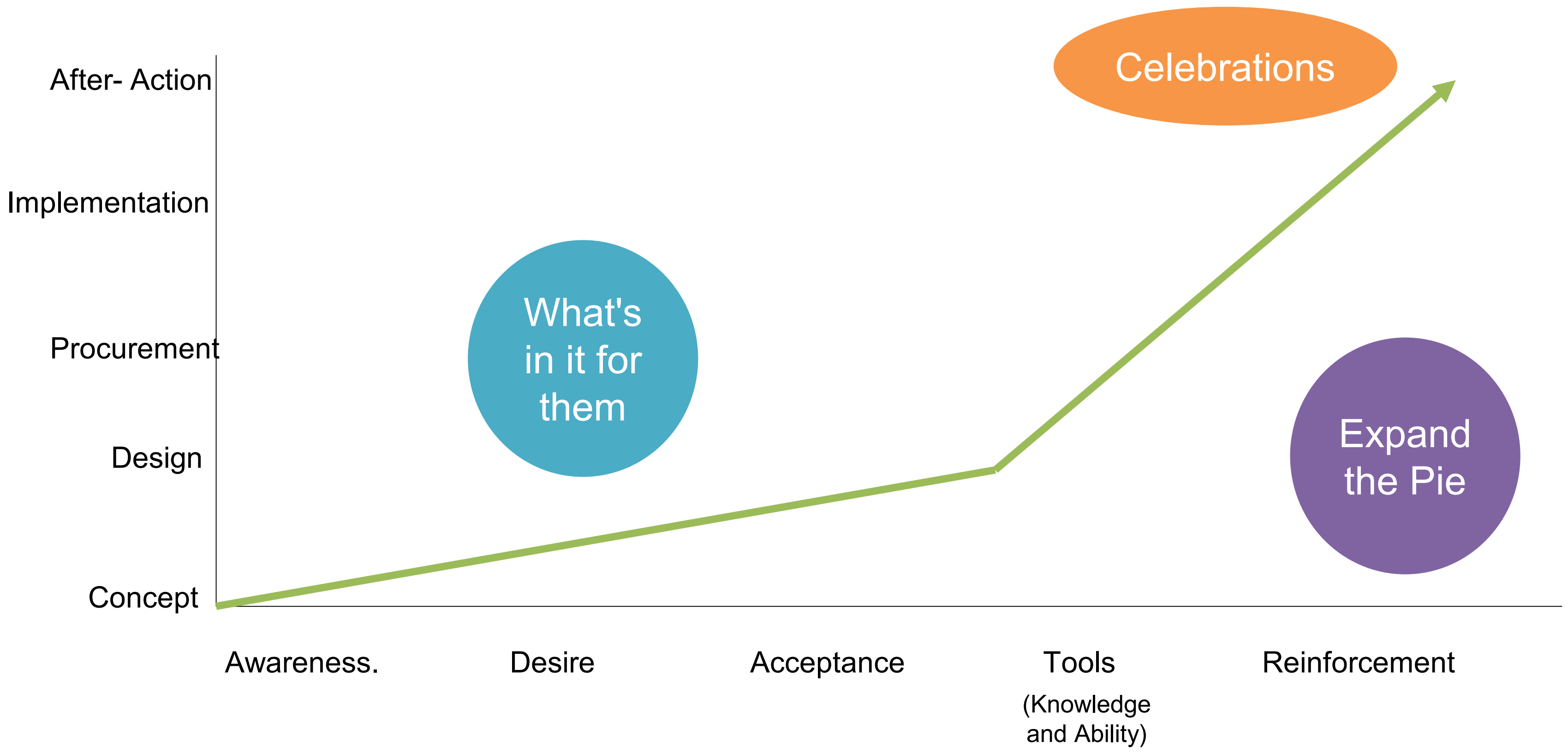
<i><b>Traditional Leadership Training</b></i>	<i><b>P-2 Tool , Principles , Tasks and Outcomes</b></i>	<i><b>Comments</b></i>
Strategic Thinking	P-2 investigation often involves looking in the future and taking tactical steps to achieve the outcome.	Must think strategically before launching a P2 investigation.
Leadership Style	P-2 technical assistance must know his/her leadership style to be effective.	Leadership style is important and as a P2 provider you may have to adapt your style to be effective to meet the needs of the job.
System Thinking	Source Control analysis have to observe the whole system	Leaders are now becoming more aware of system thinking since decisions made could have an adverse unperceived consequences on other work units.
Communications	Interpersonal communications are very important in communicating the proposed P2 project.	Communication is a very important training for potential leaders since communicating provides the underpinnings of effective leadership.
Neogations	Getting the IU to adopt the P-2 Change	As leaders you are always negotiating and to be effective you must be skilled in gaining points you want as outcomes.
Project Management and Delivery Systems	Implementation of the P2 Change	Leadership revolves around getting projects planned and completed and P2 provides that challenge.



# Change Alignment with Organization Objectives

Change Management Strategy	Change Management Activities	Change Management Elements	Organization Results
<ul style="list-style-type: none"><li>• Know the Change</li><li>• Assess the Organization</li><li>• Risk and Challenges</li><li>• Special Tactics</li></ul>	<ul style="list-style-type: none"><li>• Execute a Communication Plan</li><li>• Training</li><li>• Coaches</li><li>• Resistance Management</li><li>• Nay Sayers</li></ul>	<ul style="list-style-type: none"><li>• Awareness</li><li>• Desire</li><li>• Knowledge</li><li>• Keep Why out front.</li></ul>	<ul style="list-style-type: none"><li>• Achieve Business objectives</li><li>• Building Higher Morale</li><li>• Productive Collaborations with Industry</li></ul>

# LASAN Project Phase of a Change for Initiatives



# Sector Champions

- Identify Driver
- Understand and Determine Why Change is Needed
- Executives and Leadership on Board
- Frame the Issues and Communicate the Change



# Sector Champions

- Plan Change ( Change Initiative)
- What in it for them!
- Execute Change
- Monitor and Sustain Change
- Celebrate Success



Describe a  
Change you want  
to undertake at  
your organization  
and what goes in  
the Change Plan?



# THANK YOU

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City of Los Angeles: LA Sanitation and  
Environment

