



STATE OF MICHIGAN
DEPARTMENT OF INFORMATION TECHNOLOGY

LANSING



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GOVERNOR

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DATE: June 2004

TO: All DIT Employees

FROM: Teri Takai

SUBJECT: Organizational Change Interviews

As you know, we are always looking for new and better ways to get input and feedback from our clients and employees. Michigan Information Technology Executive Council (MITEC), one-on-one meetings with department directors, and employee town halls are examples of the forums we have used for this purpose to date.

Recently, we have been presented with a new opportunity to gain valuable input from our clients and employees. Professor Dorine C. Andrews of the University of Baltimore has agreed—at no cost to the state—to come to Michigan to conduct a series of interviews and focus groups with our own staff and our clients to get at issues around change and organizational transformation. Not only will we be able to use this feedback immediately, we will also be able to make use of the survey instrument to benchmark and track the progress of our organization into the future.

HOW THIS MAY AFFECT YOU

Several internal and external groups will be asked to meet with Professor Andrews for an in-depth, 90-minute interview. When Professor Andrews presents her results, no names will be used. If you are invited to participate in an interview, your comments will not be attributed to you by name. Professor Andrews will adhere to the rules of confidentiality as set forth by the State of Michigan, her university, and her profession.

If you are a manager, be aware that some of your employees may receive invitations to participate, particularly if they took part in certain SDII teams. We understand that not everyone who is invited will be able to participate, but participation is appreciated.

Even if you are not asked to participate in an interview, you stand to benefit from this process. The feedback we receive will be used in our continuing efforts to improve the workplace for our employees, and to help us understand the needs of our clients.

We will share more information with you as it becomes available.

MORE INFORMATION ABOUT PROFESSOR ANDREWS

Dorine C. Andrews, Visiting Assistant Professor; D.C.D., University of Baltimore: Professor Andrews teaches courses in digital economy, information architecture and online communities. Prior to joining the faculty at UB, she worked as a research professor for Georgetown University's program in communication, culture and technology and has also managed her own consulting business. She is leading the development of the school's center for nonprofit technology services.