

DNRE Transition Plan

INTRODUCTION

The following is a schedule and plan to facilitate the transfers of the Michigan Department of Environmental Quality (DEQ) and Michigan Department of Natural Resources (DNR) to the Michigan Department of Natural Resources and Environment (DNRE), effective January 17, 2010, in accordance with Executive Order No. 2009—45 and Executive Directive No. 2009—6.

CURRENT SITUATION

DEQ and DNR employees are hard working, dedicated professionals

DEQ and DNR have different cultures

Environmental and resource funding has been reduced—driving a need for efficiencies

There's a perception that state government should be more customer-friendly

GOALS/OUTCOMES

The DNRE will:

Become a national leader by adopting an integrated, human health and ecosystem approach to environmental and resource management

Preserve Michigan's outdoor heritage

Provide quality and accessible outdoor recreation

As a single department, become more effective and efficient

Promote a culture of transparency and problem solving

Facilitate and encourage economic growth in a sustainable manner

STRUCTURE

Executive sponsors

Dan Krichbaum
Nate Lake

DNRE Transition Plan

Transition team

Core team

Bruce Rasher
Keith Charters
Becky Humphries
Mindy Koch (DNR Transition Coordinator)
Steve Chester
Jim Sygo (DEQ Transition Coordinator)
Frank Ruswick
JoAnn Merrick
Donna Stine
Ann Kroneman
Pat Stewart
Holly Grandy-Miller

Expanded team

Core team, plus--

Communications: Bob McCann, JoAnn Merrick, Mary Dettloff, Mark Hoffman

Process managers from DEQ and DNR: TBD

Others: TBD

APPROACH

Process redesign/re-engineering

Communication and outreach

Change management

PHASE 1 (October 19—November 2)

Undertake high-level process redesign (core team)

PHASE 2 (November 2—November 25)

High-level redesign/re-engineering (expanded team)

PHASE 3 (November 25—December 23)

Report to Governor

DNRE Transition Plan

PHASE 4 (After January 17, 2010)
Complete process redesign (Director)

COMMUNICATION AND OUTREACH

During Phases 1—4, seek input for redesign and proposals and change management