

THANK YOU!

jessica@legup.care

Take the Working Parent Survey!

workingparentsupportguide.com

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www.legup.care



Hi, I'm Anne a full time working West Seattle mom of 2 wonderful Kiddos; Olivia (3rd grade) who loves fashion, reading, drawing and has adapted to virtual school like a boss & Miller (kindergarten) who loves soccer, basketball, star wars and bothering his sister... and well virtual kindergarten is hard, lets just say that!



Anne Mahoney

Sr. Business Process Improvement Mgr.
NORDSTROM | NMG Improvement

Job history:

I have worked at Nordstrom for over 17 years, and like many of us I started on the sales floor, worked my way up (or down our pyramid) thru the merchandising org as an manager, asst buyer, regional store merchandiser, online buyer, digital merchandiser and currently I support our Org as one of our Sr. business process improvement managers. Where we focus our efforts to positively impact top and bottom line results by teaching NMG to apply, lead, and coach lean principles and tools.



NORDSTROM

A little bit about me and how I support Nordstrom...

How our team supports the business

WHY DO WE EXIST?



Positively impact top and bottom line results by teaching NMG to apply, lead, and coach lean principles and tools.

VISION



Everyday.
Everyone.
Improving.

HOW



We drive business results by equipping leaders to grow their teams through problem solving, streamlining work, improving communication and eliminating waste.

COACHING PRINCIPLES



I Do.
We Do.
You Do.

WHAT I FOCUS ON...

Organizational Health
Mindfulness
Flexibility
Balance
Leading differently

**PARENTS @
NORDSTROM**
(PaN)

CREATIVE VIRTUAL MEETING OPTIONS

NO MEETING BLOCKS

How Nordstrom is Supporting us...

“Practice giving grace over the next few weeks as teams work through new routines.” – Nordstrom Executive

NORDSTROM

What it can look like in action...

*** As a leader your role is to not schedule over a standard your team needs***

SIMPLE STANDARD WORK BUCKETS

			Monday	Tuesday	Wednesday	Thursday	Friday
8:00 AM	8:30 AM	0:30	No Meetings				
8:30 AM	9:00 AM	0:30					
9:00 AM	9:30 AM	0:30					
9:30 AM	10:00 AM	0:30					
10:00 AM	10:30 AM	0:30					
10:30 AM	11:00 AM	0:30	Daily Huddles				
11:00 AM	11:30 AM	0:30					
11:30 AM	12:00 PM	0:30					
12:00 PM	12:30 PM	0:30					
12:30 PM	1:00 PM	0:30					
1:00 PM	1:30 PM	0:30	Lunch / NO MEETINGS				
1:30 PM	2:00 PM	0:30					
2:00 PM	2:30 PM	0:30					
2:30 PM	3:00 PM	0:30					
3:00 PM	3:30 PM	0:30					
3:30 PM	4:00 PM	0:30	Team meetings, Collaboration with peers + value stream partners, TB's not with direct reports, Flow time, Uninterrupted work time				
4:00 PM	4:30 PM	0:30					
4:30 PM	5:00 PM	0:30					
5:00 PM	5:30 PM	0:30					
5:30 AM	6:00 AM	0:30					
			Office Hours				
			Reflection				
			No Meetings				

your team needs*

1. Which huddles to I need to attend daily to know the truth?
2. Is there opportunity for me to attend my direct reports huddles 1-2x a week to go and see?

1. Based on my priorities who needs my time?
2. Audit your TB's based on who needs your time

This is time for: Team meetings, collaboration with peers + value stream partners, working in flow, time to get your own work done

1. Leader (w/admin where supported) has to choose what fits in this space based on priorities for the week / month-opportunity to audit.
2. Leader / Team must decide what is protected time to get your work done and what is open time to schedule meetings?

Office hours should be used for direct reports to pop in for 1:1 support.

Reflection is time to wrap up your day and plan for the day ahead, what can be improved for tomorrow, what did not work today? What worked well?

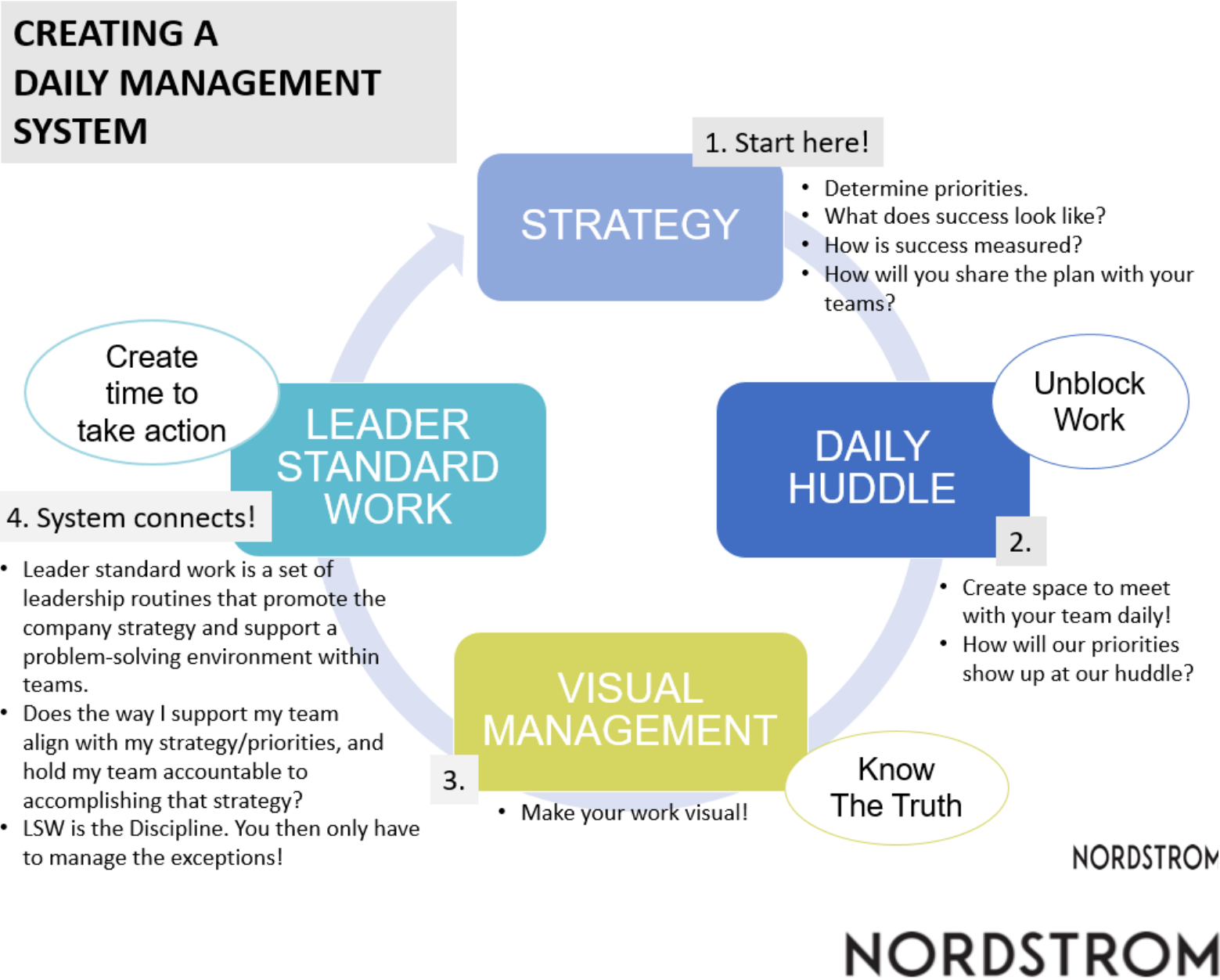


How it can get there...

Teaching models to support balance + productivity...

Daily reflection for improvement!

Be Flexible!



Team Members in the Field

Reduced Operations

Reduced operations for Clean, Safe, Parks and Outreach for 3 months.

Furlough

Approximately 75 team members were furloughed through that period.

Reduced Hours

Reduced hours to approximately 20 hours a week for all team members working through the months of March - July.

During reduced hour and furlough period DSA covered all medical, dental and vision for all team members.

Individualized Support

- LISTEN
- PLAN
- COMMUNICATE
- RESOURCES
- SUPPORT

Remote Schooling Space





Downtown
Seattle
Association

Thank You

Monica Ybarra, Director of Human Resources

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Q&A

Schedule a consultation with Commute Seattle:

- info@commuteseattle.com

Check out our [calendar](#) for upcoming events and webinars

