

OYA *In the Loop*

October 27, 2008

I am delighted to share with you the exciting news that we have a new deputy director joining us next month. Fariborz Pakseresht, special assistant to the director of the Department of Human Services, agreed to join us on a six-month job rotation beginning November 17.

Fariborz is a seasoned, compassionate and principled manager. He understands how to create trust, and what it takes to grow a trustworthy organization. Like you, he is ethical, reliable, inclusive and honest. This gentleman is truly a star, and I consider it a coup that he agreed to join us.

I want you to know what I mean when I sing his praises. When I introduced him to the OYA Cabinet members today, Fariborz said, "I am not coming here to fix anything; I'm coming here to contribute. I will listen and learn, and ask a lot of questions about the great things that are happening in the organization."

Because we have a transition from me to a new director, I think you will find Fariborz's presence adds continuity. He and I have already talked about some of our near-term priorities. They include preparing for legislative session; defining the OYA-way of conducting business and making decisions -- including accountability, integrity, trust, and reliability; managing our budget holes; population management; working with some units on specific challenges they face; and listening to employees.

By way of background, Fariborz has worked for the state for 19 years. In his current position he leads the DHS Transformation Initiative which is designed to help DHS become a world-class health and human services organization. He joined DHS seven years ago and has held a variety of leadership positions including administrator of Facilities, deputy assistant director and then assistant director for Administrative Services before becoming special assistant to the director.

Fariborz earned his bachelor's degree in political science from Willamette University and holds a certificate in public management from the Atkinson Graduate School of Management. He has 26 years of experience in the public and private sectors, and is active in the community. His interests include management theories and practices, personal and organizational change, human potential, communication, quantum physics and mindfulness.

I'd also like to take a moment to thank Phil Lemman for his four years of service to OYA as deputy director. Although we don't have time frames confirmed, Phil has indicated that he will be stepping down within the next month.