



JUMPING FROM A PLANE! POPS: a digital transformation case study



KEYNOTE SPEAKER 

SABY WARAICH



Full Name
**Sarabjeet Singh
Waraich**

WASABI

DUABI

#SELFIESABY

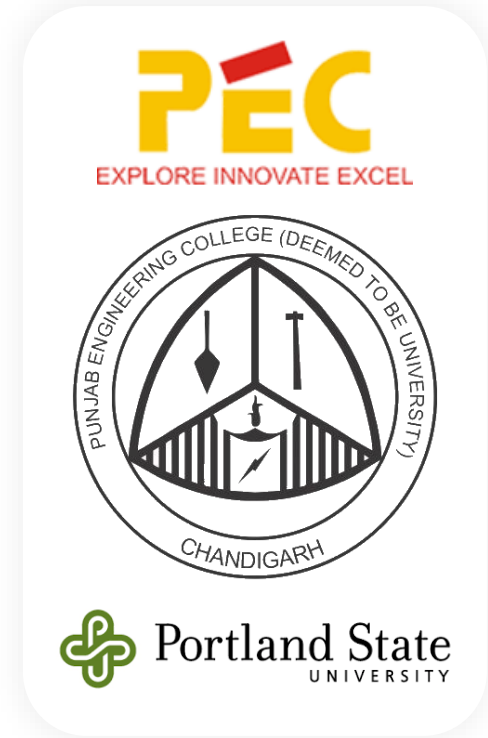
WABI-SABI



Who is
Saby?



**I LOVE
CHANDIGARH**





Clackamas
Community College





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MENTOR



WHERE
IT
LEADERS
CONNECT

PORTLAND

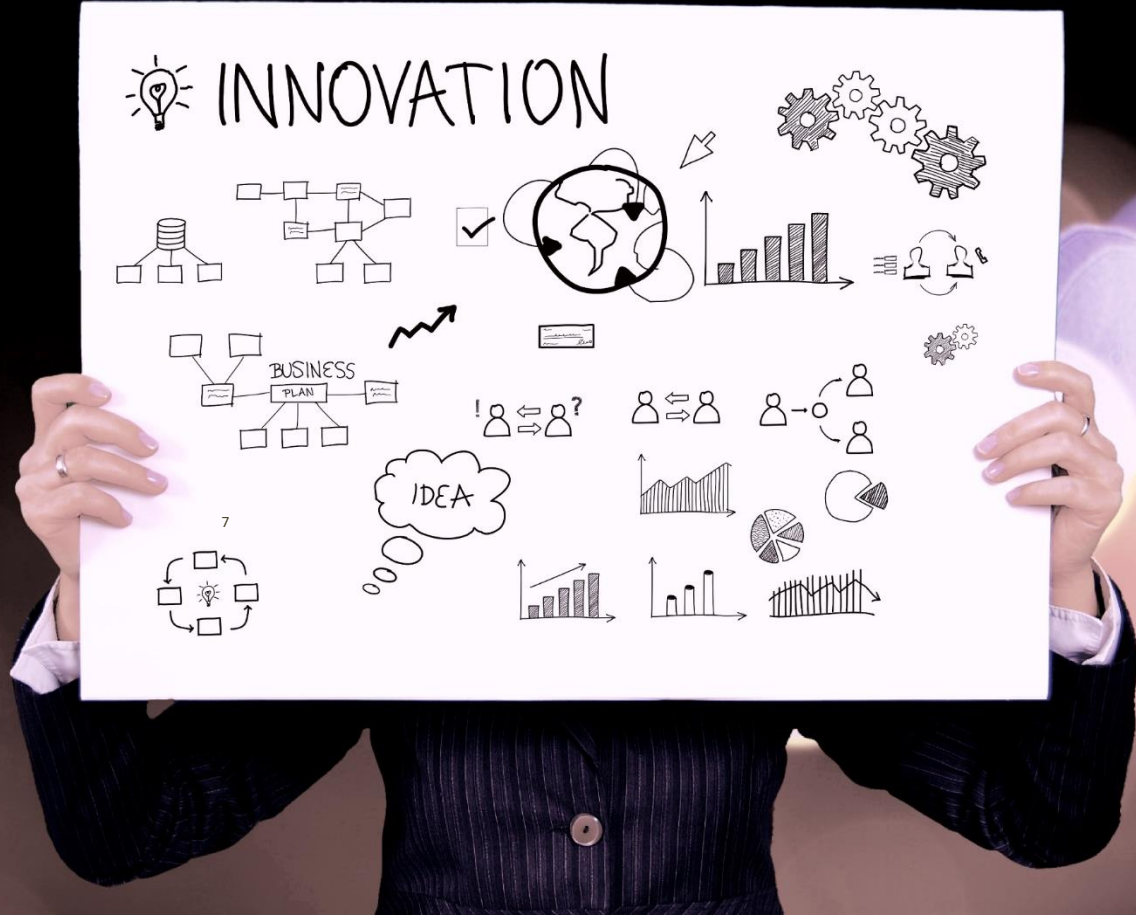




**OREGON
ENTREPRENEURS
NETWORK**



INDIA ACCELERATOR



DEVOPS SIMULATION

Experience a
2-year digital
transformation
in 1 day

We create simulations that immerse your
people in a virtual business environment in
order to educate them, inspire change and drive
your business's success.

The secret to successful digital
transformation is PEOPLE.



LEADERSHIP COACH & TRAINER

Don't Adopt The Monkey







\$191 million
collected in
permit fees





\$3.03 billion
in construction
value





7 Bureaus

Bureau of Development Services |
Bureau of Transportation
Bureau of Environmental Services |
Fire & Rescue
Housing Bureau | Parks &
Recreation | Water Bureau

TIMELINE

2008

- City Ordinance Sole source with Accela
- Commissioner reassigned
- Re-evaluate Accela
- Open & competitive RFP

2012

- ITAP work started
- Total Cost: \$11.3 million
- Vendor Cost: \$7.8 million
- Vendor Resource turnover
- Project Schedule

2016

- New Leadership



2010

- Reduce Staffing Level & Re-organization
- Explore Tech Improvements
- Explore other jurisdictions (UT and Winnipeg)
- State's e-Permitting System Accela as a possible solution

- Contract negotiations started
- System Vendor and Avolve ProjectDox.
- System Anticipated Go-Live 2014/2015

2014

- Program stopped
- Contract not renewed
- Program Assessment – VIE
- Discovery Project

2018

Portland's permitting project suffers biggest setback to date

Updated Jul 29, 2015; Posted Jul 29, 2015

Portland has 'serious concerns' about over-budget, late paperless permitting system

City permitting system upgrade cost rises again

By: Garrett Andrews in Real Estate and Development July 26, 2017 3:44 pm

The latest segment of the Portland Online Permitting System is now expected to cost \$1.6 million, or \$100,000 more than the previous estimate.

Portland ditches paperless permitting contractor

By: Garrett Andrews in Construction June 29, 2016 2:07 pm

The Bureau of Development Services let its contract with Sierra-Cedar Inc. of Georgia run out this month after the software vendor failed to timely deliver elements of the Information Technology Advancement Project.

Portland puts paperless permitting on hold

By: Garrett Andrews in Real Estate and Development November 10, 2016 11:00 am

Portland's Information Technology Advancement Project (ITAP) is Commissioner Dan Saltzman.

Is Portland's New Paperless Building Permit System Doomed?

Portland, Ore., is all-in on using technology that enables contractors to apply for building permits online. But the sheer complexity of the project and difficulties with the vendor are delaying its completion.

Portland's latest technology screw-up ends in finger-pointing

dated Jun 2 PORTLAND

Portland's tech boondoggle enabled by 'significant gaps' in leadership

Updated Nov 26, 2016; Posted Nov 26, 2016



o is ultimately responsible for he city deserved criticism for

Portland rebrands effort to digitize permit system

By: Garrett Andrews in Real Estate and Development January 30, 2017 4:07 pm

The city of Portland has hit the "reset" button on the effort to streamline its costly and circuitous building permit process, bringing in new personnel and even renaming the project.





POPS Program Priorities



External Customers: Public at large



ePlan Review



Development
Hub PDX



Contractor App



Internal Customers: City employees



A7 Migration



Inspection
Scheduling



Inspector App

Digital transformation is difficult



84% of digital transformations fail



92% of these failures are due to
PEOPLE issues



52% of these are due to POOR
COMMUNICATIONS

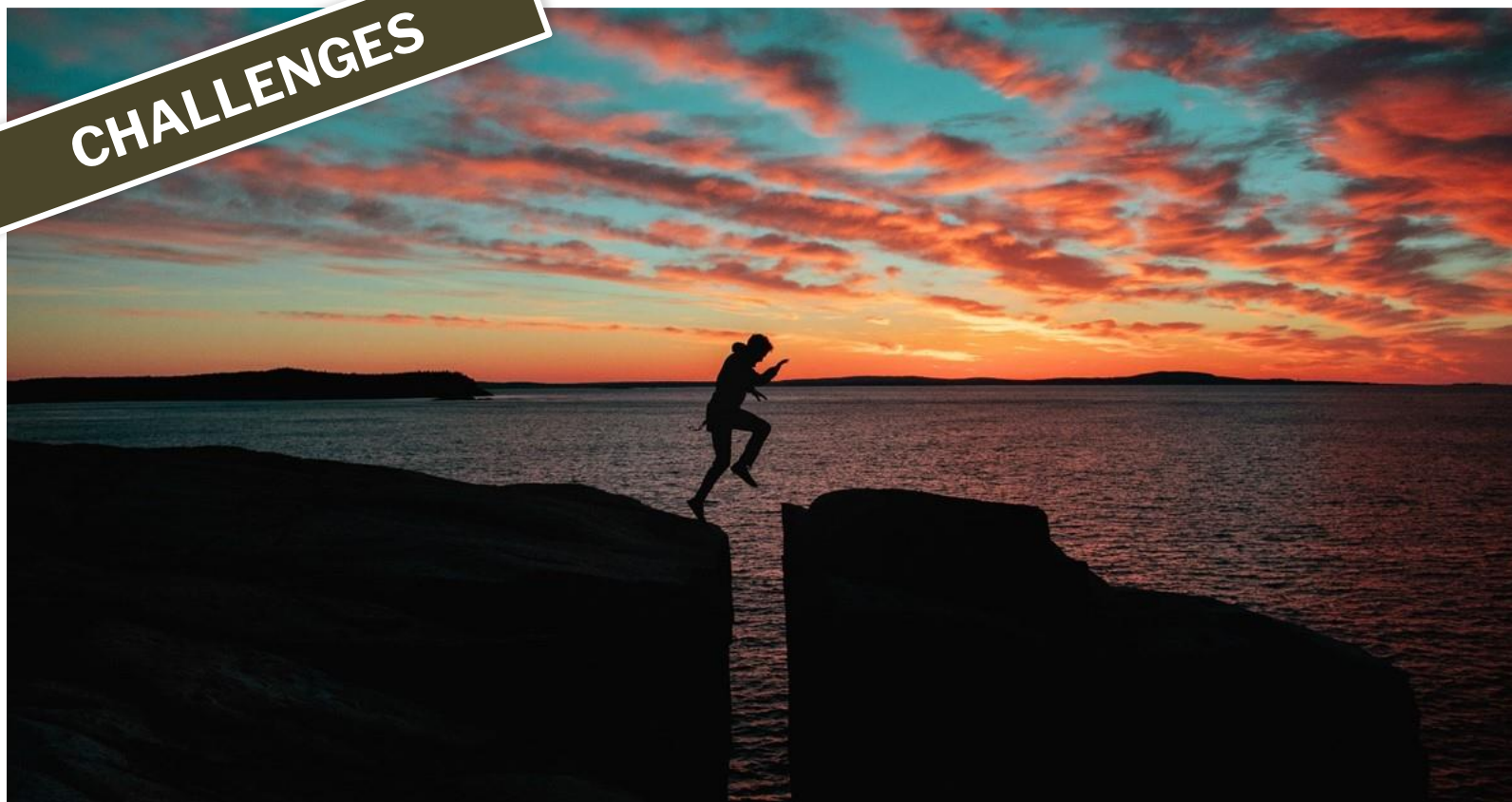
**ORGANIZATIONS DON'T CHANGE.
PEOPLE DO.**



LESSONS



CHALLENGES





Report Suggests Fixing Dysfunctional Portland Government With a City Manager and Twice as Many Commissioners

The City Club report pans Portland's current system—but doesn't repeat past calls for a strong mayor.

Portland's form of government fails residents in almost every way thinkable, report finds

By Gordon R. Friedman | The Oregonian/OregonLive | Posted February 10, 2019 at 07:05 AM | Updated February 12, 2019 at 10:48 AM

BLOGTOWN

NEWS

Hall Monitor: Portland's Form of Government Needs a Makeover

by [Alex Zielinski](#) • Feb 11, 2019 at 12:27 pm





PROGRAM HISTORY



BEHAVIORS TO BUILD TRUST?

Mentimeter Exercise



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THE *SPEED* OF TRUST

The One Thing That
Changes *Everything*

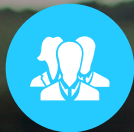
Foreword by
**Stephen R.
Covey**

*Author of The 7 Habits
of Highly Effective
People*

STEPHEN M.R.



Media



Elected Officials



City Leadership

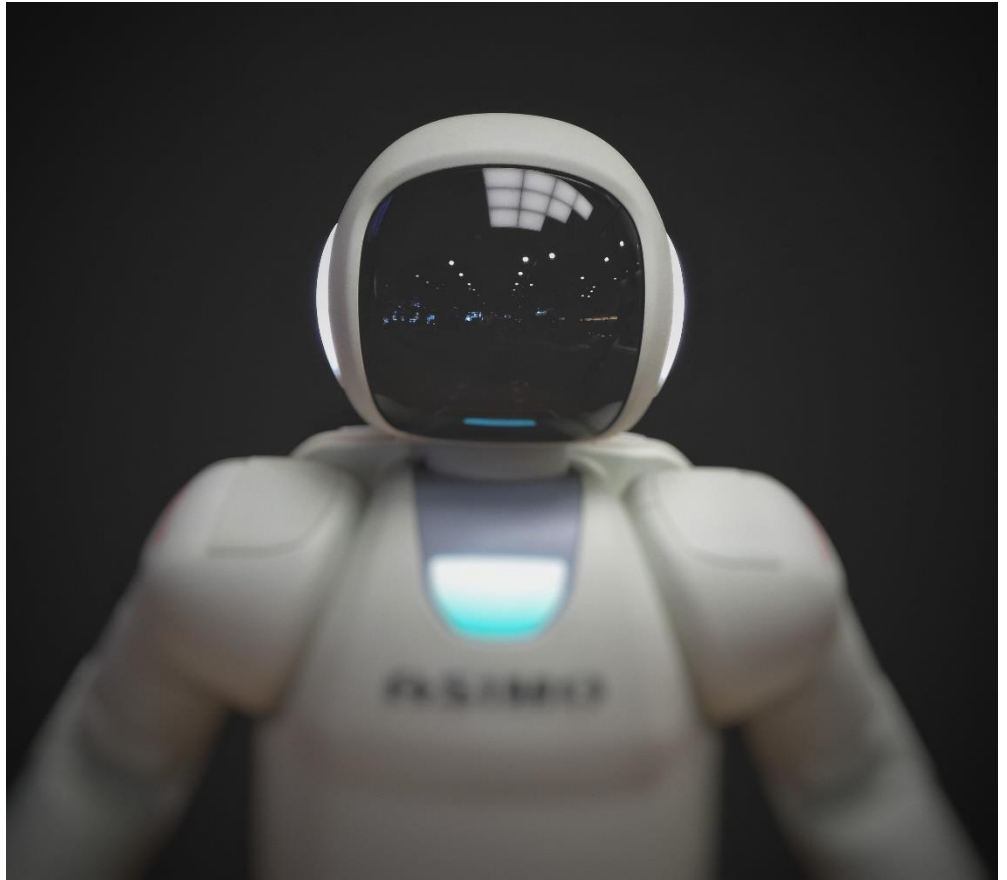


Bureau Leadership



Friends and Family







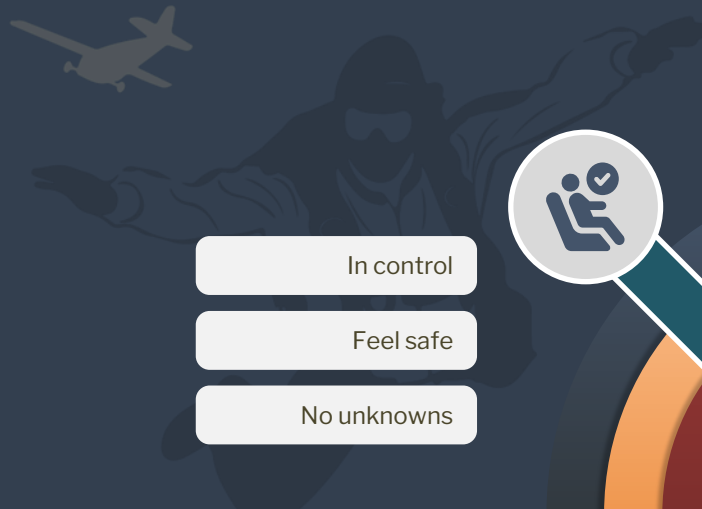


Exit





SUCCESS STRATEGIES



- In control
- Feel safe
- No unknowns



- Set New Goals
- Find Purpose
- Live Dreams



- Other's opinions
- Lack self-confidence
- Excuses



- Deal with challenges
- Extend Zone
- New Skills



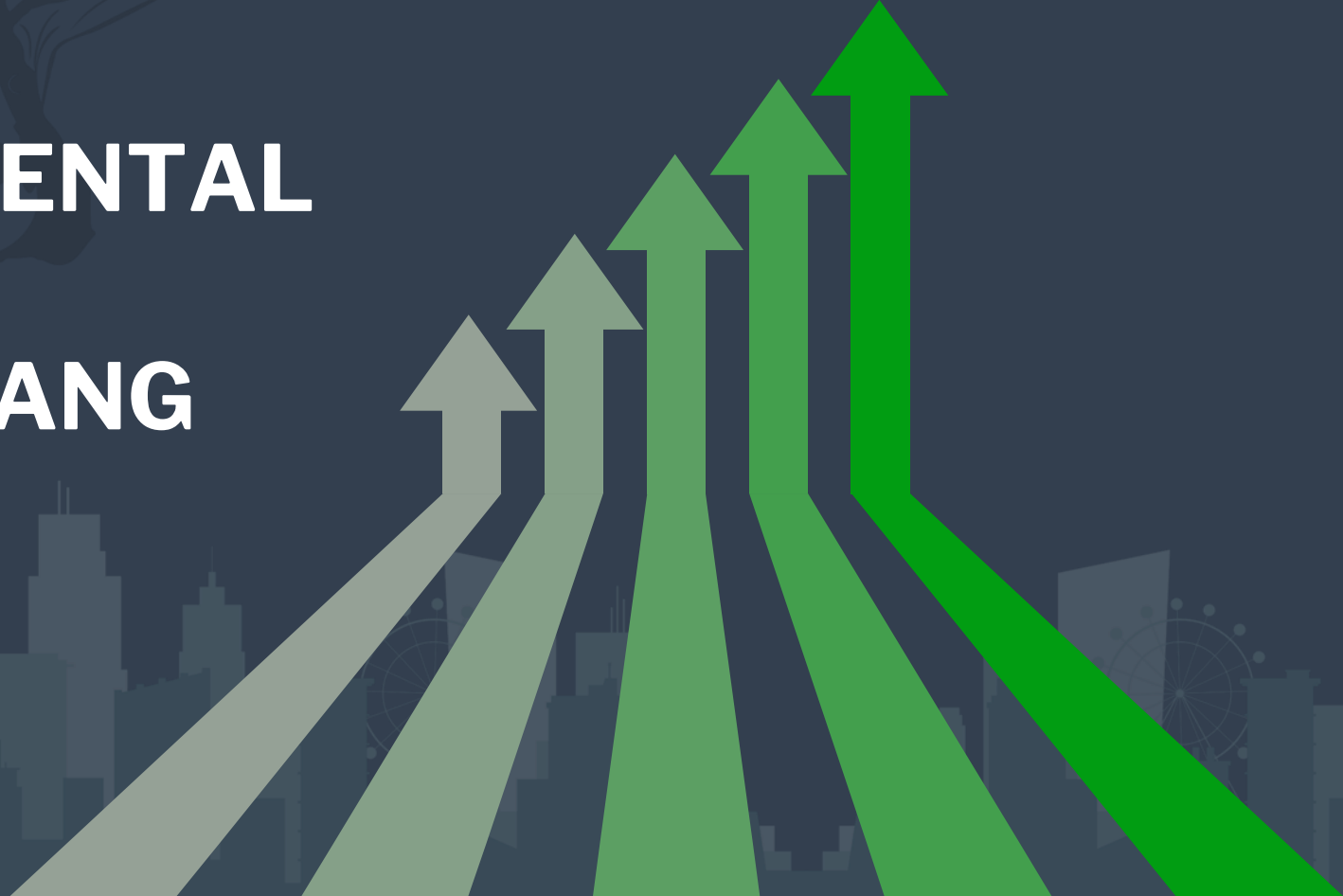
**TWO IN
THE BOX**







INCREMENTAL / BIG BANG





S



Situation

A concise statement of the problem

B



Background

Pertinent and brief information related to the situation

A



Assessment

Analysis and considerations of options – what you found/think

R



Recommendation

Action requested/recommended – what you want



Project Phase I Completion – PDX ePlans

Date: May 10, 2019

Subject: PDX ePlans Phase I Completion – QA Review Impact

Attachments: Project Scope: [Electronic Plan Review Scope 180813.pdf](#)

Description	
Situation	PDX ePlans, formerly Electronic Plan Review (EPR), is one of six projects within the POPS Program that is subject to the QA review process that reports monthly to the Technology Oversight Committee (TOC). PDX ePlans has completed the implementation of Process Managed Commercial New Construction permits, as defined as Phase I of the project scope (attached). The QA review process, which is tied to Phase I of each of the POPS Program projects, is also impacted by the completion of the PDX ePlans Phase I implementation and will need to be considered for PDX ePlans projects from this initial implementation and onwards.



Meanwhile... in POPS

A POPS town hall meeting

April 17, 2019

You are invited to join POPS leaders at regular town hall meetings - the first one is on May 7, 2019 at 10am in the Jacobs Building Lincoln conference room. We're introducing this series called "Meanwhile...in POPS" where you can have your POPS-related questions answered by me, Duane Whitehurst, and Saby Waraich. Please come with questions, constructive feedback, or kudos. Whatever it is, we're looking forward to talking with you all in a transparent, informal setting.

The main difference between these town hall meetings and the POPS open houses are that town halls are a venue led by you, and we are there to hear from you. Open houses are where we will demonstrate what new systems look like, how they work, and overall, offer an opportunity for you to gain familiarity with some of the new tools.



Portland Online
Permitting System

★
Featuring
AMANDA

★
Featuring
AMANDA

Open House Sessions

Join us at one of these Open Houses



Thursday,
Dec. 13, 2018



9 to
10 a.m.



1900 SW 4th Ave
Rm 2500 B (2nd floor)



Friday,
Dec. 14, 2018



7 to
8 a.m.



2020 SW 4th Ave
Lincoln Rm (1st floor)

Pop in to one of three, 15-minute demonstrations of AMANDA, followed by Q&A, throughout the hour.

Be in the know—get a first look at AMANDA before it is rolled out next year.



**WE APPRECIATE
YOU!**





SUMMARY





SABY WARAICH



[linkedin.com/in/waraich](https://www.linkedin.com/in/waraich)



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www.sabywaraich.com