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## Case Study

“When it starts to feel like everything else is falling apart around us, my team can circle up and stay focused on following through on what’s important.”

Scott Woods’ team went through their first Best Year Yet plan while the Colorado State Forestry Service was in the final throes of a massive reorganization. “In our initial work, we did some really good foundational team building and getting some roles established. Best Year Yet helped us by having a structure, having concrete goals that all of my staff members were already familiar with; so it’s been a huge assistance in allowing us to go through these changes.” Six months later, Scott’s director, Susan Matthews, was promoted, and Scott was tapped to step up to lead the team as the Director of the Forest Planning and Implementation Division. Throughout the reorganization and the change in division leadership, Scott says that “While everything is going on chaotically around us, our Best Year Yet plan helps us to stay more focused than what I’m seeing in a lot of the other divisions as we embark on this new era with the State Forest Service.”

With their Best Year Yet coach and facilitator, the team created a new paradigm - “We drive substantive change for our team and our organization.” It helped them take on the mantle of leadership to drive change not just for their team, but for their organization. The change has not gone unnoticed.

Scott says that he and his team have really benefited from the additional coaching throughout the program, too, including the neutral perspective that helps them all see things they might not have been open to seeing otherwise, allowing them to work together on solutions more quickly.



“I was kind of brought up on this concept of work/life balance,” Scott says, “And it implied that when you’re at work, you’re at work, and when you’re not you’re not, and it didn’t address the whole person. I’m not going to have long-term healthy, happy employees if on the inside they’re carrying around negativity. This program has forced me to really stretch and be accepting of people being in those places, and as I continue to bring a younger, different generation into the fold. If I’m blind to those sorts of things I can really limit their growth and the growth of all of us as a team and what we’re capable of.”

This level of emotional safety is particularly poignant for the Colorado State Forestry Service. The entire reorganization was triggered six years earlier when a prescribed burn escaped, destroying 18 homes and killing 3 people. Scott credits Best Year Yet with helping them move through the tragedy and the rebuilding required in its aftermath.



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As the team and organization redefine themselves, Scott knows how important it is to stick to his values and help his employees stick to theirs. He’s also learned that each team member’s connection with their purpose is rooted in seeing the impact of their work. “It’s important that I allow my folks to have a front row seat and engage with the communities that are benefiting. If our folks don’t have a connection to the end product – to the trees and to the people who own the trees, they won’t feel value in what they do or get to the ground level to feel the satisfaction of it.” As a new team with a new mission, Scott says they’re making great strides.

As for the future, Scott is glad their Best Year Yet work will be continuing and hopes to see it expand throughout the agency. “I would love to have Susan and her four people, and me and my nine people all working on the same stuff and developing this common language around the Best Year Yet model so that when we engage we have that foundation. I think the impact of that would be enormous for our teams and for the organization.”

## Organizational Impact Highlights:

- **3 team members achieved major promotions**
- New staff members **onboarded with ease** using Best Year Yet plan
- Best Year Yet structure being replicated in **state-wide Denver Water program**
- Planning and Implementation Division **using Best Year Yet plan to roll out agency’s priority plan** across division, programs, and funding

Reach out today and let us help you get the results you want  
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