

**EXECUTIVE ORDER 80-04**

**A MANAGEMENT DEVELOPMENT PROGRAM  
FOR THE STATE OF WASHINGTON**

**WHEREAS**, Washington State Government -- under conditions of increased population, rapid change and limited resources -- faces a strong challenge to maintain a high level of service to its citizens; and

**WHEREAS**, to meet this challenge rests to a large extent on the abilities of the state's management work force -- those who have the responsibility for managing the state's agencies and all the people within them; and

**WHEREAS**, it is imperative that the state make every attempt to develop to their highest potential and make maximum use of all its human resources in order to meet its responsibilities to its citizens; and

**WHEREAS**, improving the efficiency and effectiveness of state government has been a cornerstone of my administration.

**NOW, THEREFORE, I**, Dixy Lee Ray, Governor of the State of Washington, by virtue of the power vested in me,

Confirm my intent to hold down the cost of state government while improving the quality and economy of service;

Affirm my commitment to the development of individual state employees as valued human resources; and

Direct that a comprehensive, coordinated statewide management development program be instituted to develop the state's management resources to their highest potential.

I further direct the establishment of the Interagency Committee on Management Development to implement this program according to the policies and goals outlined in the attached policy statement, "A Management Development Program for the State of Washington."

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused the seal of the State of Washington to be affixed at Olympia this 21st day of April A.D., Nineteen hundred and eighty.

Dixy Lee Ray  
Governor of Washington

**BY THE GOVERNOR:**

Assistant Secretary of State

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