Dear Peakers:

Three years ago, I met a future colleague from the City for the first time at a Starbucks on the 16th Street Mall. Scotty Martin greeted me: "Hello, I'm Scotty Martin," he said, almost bowing to me. "I've heard so much about you Brian. It's just an honor to meet you," he continued, almost awkwardly, yet totally sincere. Scotty, as many of you
know, is a very special, authentic, hyper intelligent person. He exudes positivity and excitement for life.

Scotty is the reason we have the Peak Academy today. (Well, Dave Edinger is another factor...but this story is about Scotty). That day, Scotty and I talked for over an hour about creating a program in the City and County of Denver where we would encourage employees to be the best they could be and teach them simple process improvement techniques like Lean. His vision was to build an incredible program impacting everyone in the City and create "10,000 innovators."

"10,000 employees making Denver better than we found it," he said.

He was extremely enthusiastic about the positive reactions we would create in the City and how many people we could work with if we got everyone trained. His eyes grew larger and larger every time he mentioned the Peak Academy and how it would be different, fun, exciting, challenging and meaningful. I didn’t recognize it then, but that day changed my career.

Every day, Scotty brings happiness, joy and excitement to his work. He taught me and our team about compassion, empathy, data, process improvement and hope. Last month, he decided to move on and return to his former firm. That was a tough thing to hear. How could we run the Academy without Scotty? How could we continue to treat people the way he treated them? [article about treating people well]

Every day, great people leave the City. Every day, your team has to perform...with or without our best player. Scotty prepared me and the team to continue this work. He spent countless long white board sessions getting us ready for this moment. We as a City have to prepare for our greatest players to leave and our greatest players have to prepare our teams to be the next great ones. We have to be the next one up.

Thank you, Scotty, for getting us ready.
Peak Progress

2015 Peak Academy
Black Belts

Remaining
2015 Actual
Keep up the Awesome Innovations.

Brian Elms
Denver Peak Academy