

Improving Ability of USGS Managers to Engage and Lead Employees

SONG: We are family (shake shake shake shake)
All the disciplines you and me (shake shake shake shake)

Introductions - Stephanie – rest of team (name, discipline and location)

Topic Introduction – Stephanie

We have been given the privilege on working on this complex project.

- 2004 Federal Human Capital Survey (FHCS)
 - My leaders generate high levels of motivation and commitment – 29%
- 2002 USGS OAS
 - I value the leadership provided by the ELT/Senior Leaders – 22%
 - Senior leadership provides a compelling vision or direction to guide the bureau 27%
- 2004 Federal Human Capital Survey (FHCS)
 - The work I do is important – 88%
 - Considering everything, how satisfied are you with your job? – 71%
- 2002 USGS OAS
 - Overall, I find the USGS a rewarding place to work – 63%

Management doesn't seem to be connecting with employees (build trust and respect to make sure we are family) - Stephanie

Tools - Pierre

Creative for idea generation

Visual imagery (pictures)

Whack pack rehearsal

Brainstorming on stickies

Convergence process

Return to Monday's conversation with Bob Doyle (flip charts)

Category Sorting

Prioritization and evaluation x/y grid with importance versus implementation (weighing cost, resource needs and ease of implementation)

Picture (Kim) – Dianne to bring up image

Disney Story (Tim) - he will introduce Bob

Bob Story

Introduce the PACT Sheet – (Stephanie) - Thanks Bob for sharing his story and Introduces PACT Sheet (Dianne will pass out – we can help if needed)

High Points from the PACT (Brenda) – Remember, Brenda speaks before we sing

- Pulling Together - The Human Factor

SONG:	These boots are made for walking and that's just what we do Now it's time for you all to put your boots back on too
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- Brenda will read first bullet

SONG:	Take me out to the centers take me out to the field
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- Accountability
- Connecting
- Training

Closing – Making the Connection (Jackie)

- Making the connection from the “Drop an assumption” card that was pulled – we instantly thought of the “Star Power Exercise” game.
- Once the physical separation happened, the employees began to make assumptions that they had no ownership or voice (yellow sticky messages went in – no communication came out).
- They felt that the squares (managers) were not working to represent their best interests.
- From the square perspective – we CARED. We wanted a resolution that made everyone win.
- We need to continually work together to “drop all assumptions”. DROP
 - The assumption that ELT and senior managers are responsible for everything
- Input to future OAS – We volunteer to assist in the re-write to the questions or answers if possible

SONG:	We'd like to sing a song for you A song of harmony A song that guides our principles and maintains our integrity - It's the real thing.
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Questions & Answers - Stephanie