

ACTION LEARNING SCENARIO # 3

Engaging Employees in the New Science Strategy

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On October 16, 2006, the Science Strategy Team's draft report was released to all employees. Since then, the Executive Leadership Team (ELT) has had productive discussions with the team, and among themselves, about the vision this report embodies for the next decade. The SST report reinforces the idea that the USGS need to be fully engaged in conducting unbiased science that benefits and improves society.

The report presents the challenges facing our Nation in the next 50 years in a way that will resonate with all Americans, not just scientists. Climate change, energy, hazards, water, health, ecosystems: these are issues that citizens and their elected representatives care about because each is having a tangible impact on us as individuals and as a Nation. The report will serve as our touchstone, guiding us forward in the coming decade.

While the report provides a framework for future science planning, it does not mean we are abandoning our base programs or the constituencies that support them. The goal is to marshal existing resources to the extent possible and boldly seek new resources to conduct the science needed to address future societal challenges.

Over the next few months, the ELT will be providing a blueprint for implementing these science directions. There are many audiences we need to communicate with: partners, customers, other Federal agencies, non-governmental organizations, DOI, and Congress. But first and foremost, successful implementation depends on full employee engagement.

What do you think are the best ways to energize and engage employees around the science directions presented in the Science Strategy report? Using your knowledge of USGS, considering your opinion of the strategy as it is presented on the web, and thinking about discussions you have had with your colleagues about it, tell us what approaches and tools you would use to engage the workforce. Be creative, think outside the box. What existing channels of communication work best? How do we facilitate dialog between managers and scientists? Between scientists across disciplines? How do we keep the momentum going? What will it take to keep this report from merely gathering dust on a bookshelf?

The Science Strategy Team report can be found at
http://internal.usgs.gov/director/science_strategy/