

USGS Leadership 201
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National Conservation Training Center (NCTC)
Shepherdstown, West Virginia

Action Learning Scenario



Leadership... getting to the  of the matter

Action Learning Scenario #2

Moving Toward a Common Bureau-Wide Science Planning Process



Champions:

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Moving towards a common bureau-wide Science planning process

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Development of a common bureau-wide science planning process is underway. A common model will better enable interdisciplinary research planning because it synchronizes planning timelines; has the potential to leverage human, equipment, and fiscal resources; takes advantage of the new regional management structure; and furthers the implementation of our Science Strategy goals. Because the new model will replace 4 (or more) discipline-based planning models, every scientist involved in project planning will be affected. The new regional management structure (which includes priority and funding decisionmakers) combined with a new planning process will likely create uncertainty, fear, and frustration. On the positive side, it is designed to be much more transparent than existing planning and funding models; it solicits input from scientists early in the process to establish priorities; and it fosters healthy discussions between the disciplines and the regions on funding priorities.

How do we engage staff in moving away from the science planning model used by their discipline and embracing a bureau science planning model? (change management)

Who is the target audience?

Who are the best messengers for this? What is the best approach?

What kind of training/support will our staff need as they begin to use this new process in FY2009?

What might be the impacts on partners and customers? How do we minimize or abate that?



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