

# “Best Places to Work”

*The USGS is the best place to do my best work*

*By Leadership 201 – March 2011*

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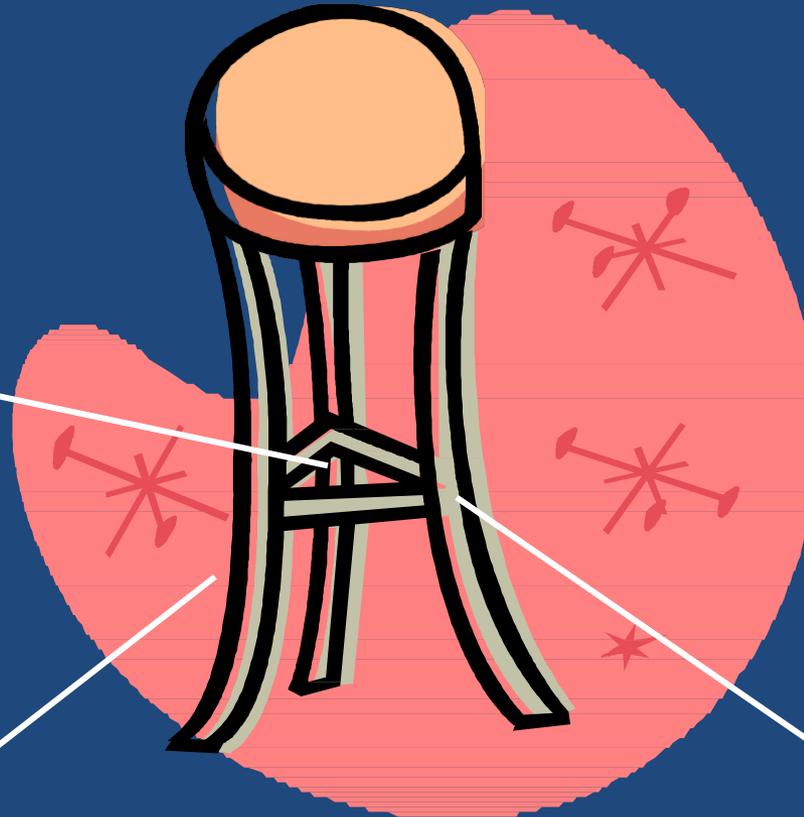


March 25, 2011

# Ideal USGS Workforce

Attract,  
Develop,  
Retain,  
Reward

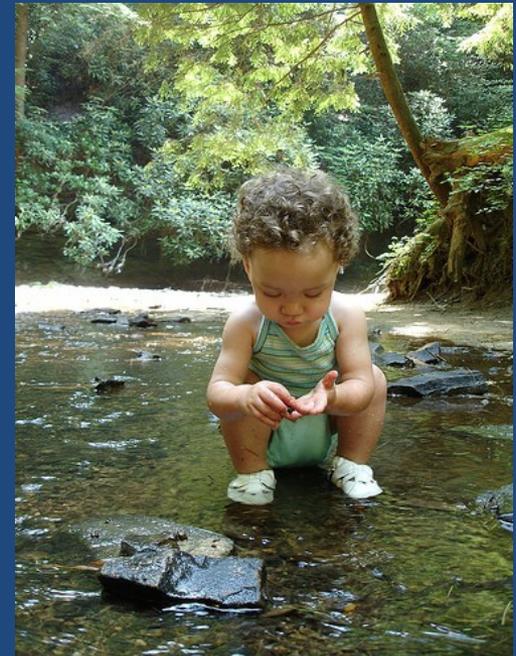
Accountability



Communication

# Attract, Develop, Retain, Reward Staff

1. Employee Recruitment
2. New effective employee orientation
3. Mentors (Center/project level)
4. Acknowledge



# Innovative Recruitment



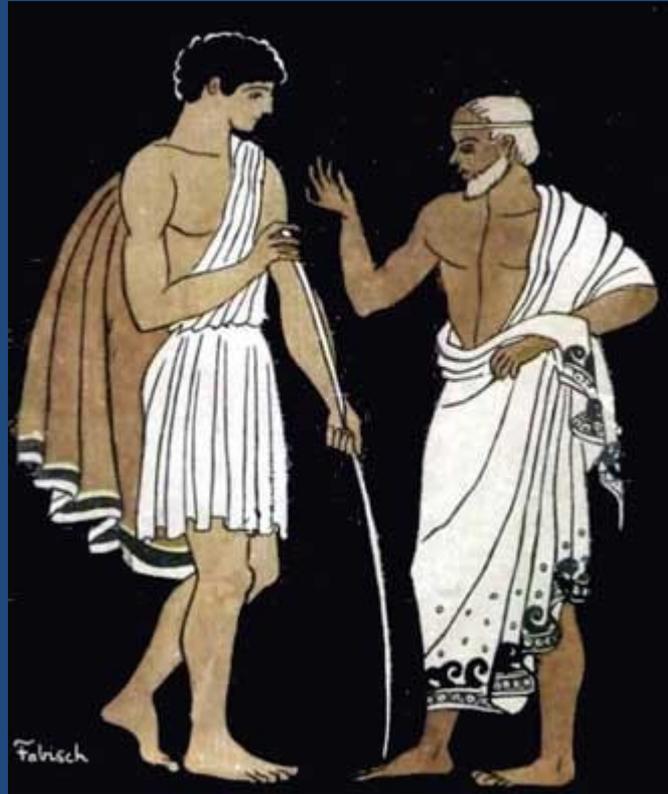
Alaska SWAT team

# Meaningful Orientation



- What the job requires
- How it fits in the organization
- Why it matters

# Culture of Mentorship at the Work Unit Level



Assign new employees 1+ local mentors

# Acknowledge Achievement



- Celebrate & Reward team/individuals
- Local Units Resources & Encouragement

# Communication

Problem:

- ↑ Staff feels disconnected from leadership
- ↓ Leadership feels remote from staff

Constraints: Travel times & budgets



RandomCaller ID –

Reach out and touch  
someone



# Organic-level Employee Assessment

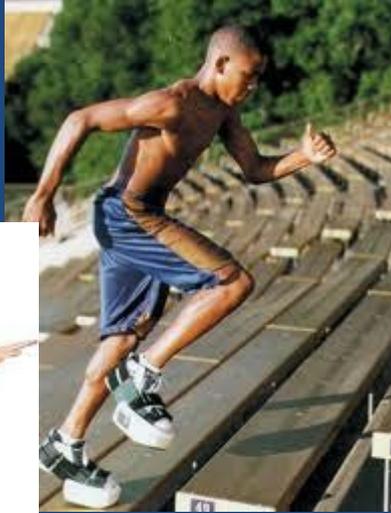
*-“getting to the root of employee sentiment”*

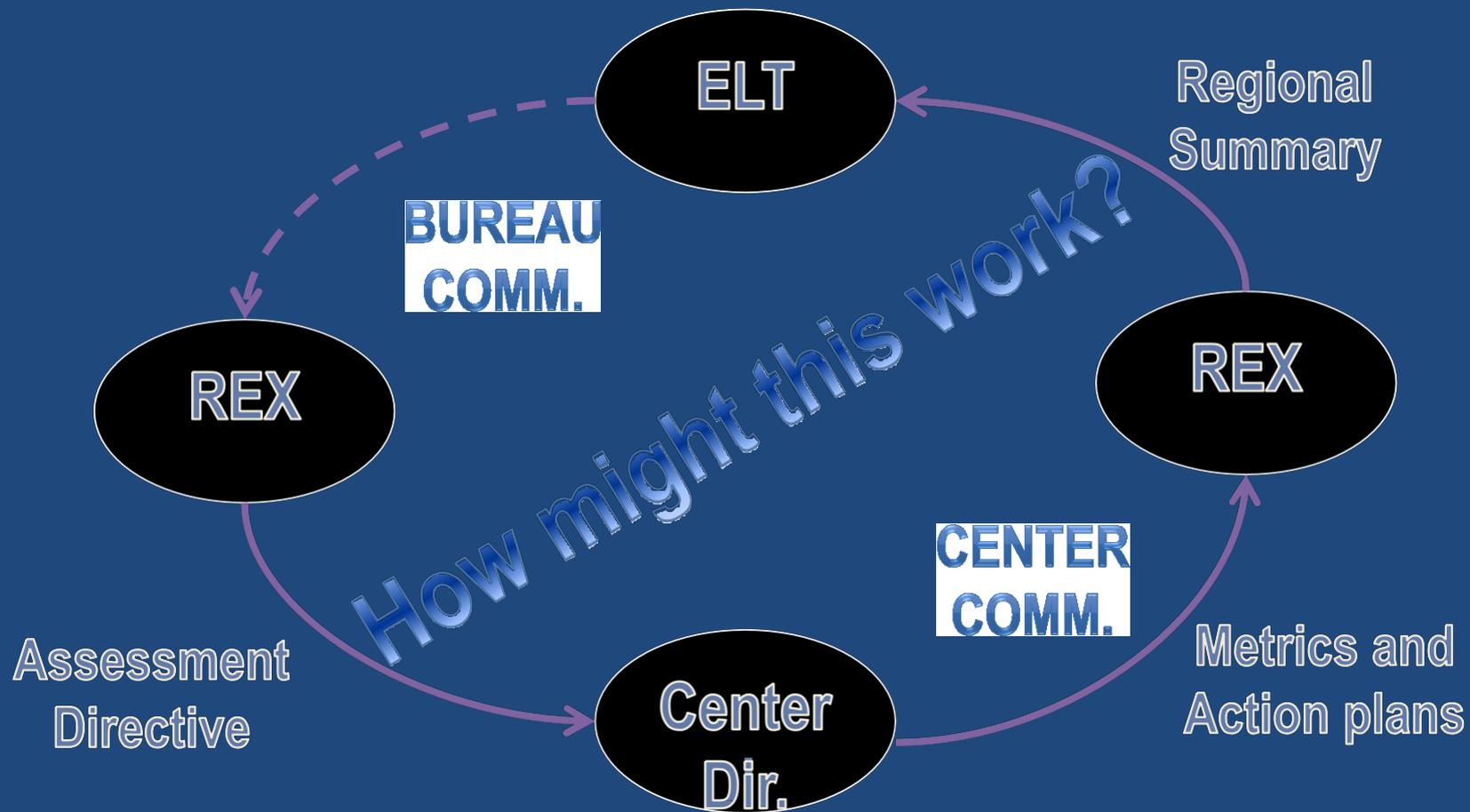
- FEVS 2010 Employee assessment
  - SUPERVISORS RESPONSE RATE HALF AS MUCH AS EMPLOYEES
- Texas Water Science Center “Health Matrix”
  - Financial, Scientific, Customer, EMPLOYEE
  - Annual
  - Self-imposed goals
  - Communication of Progress

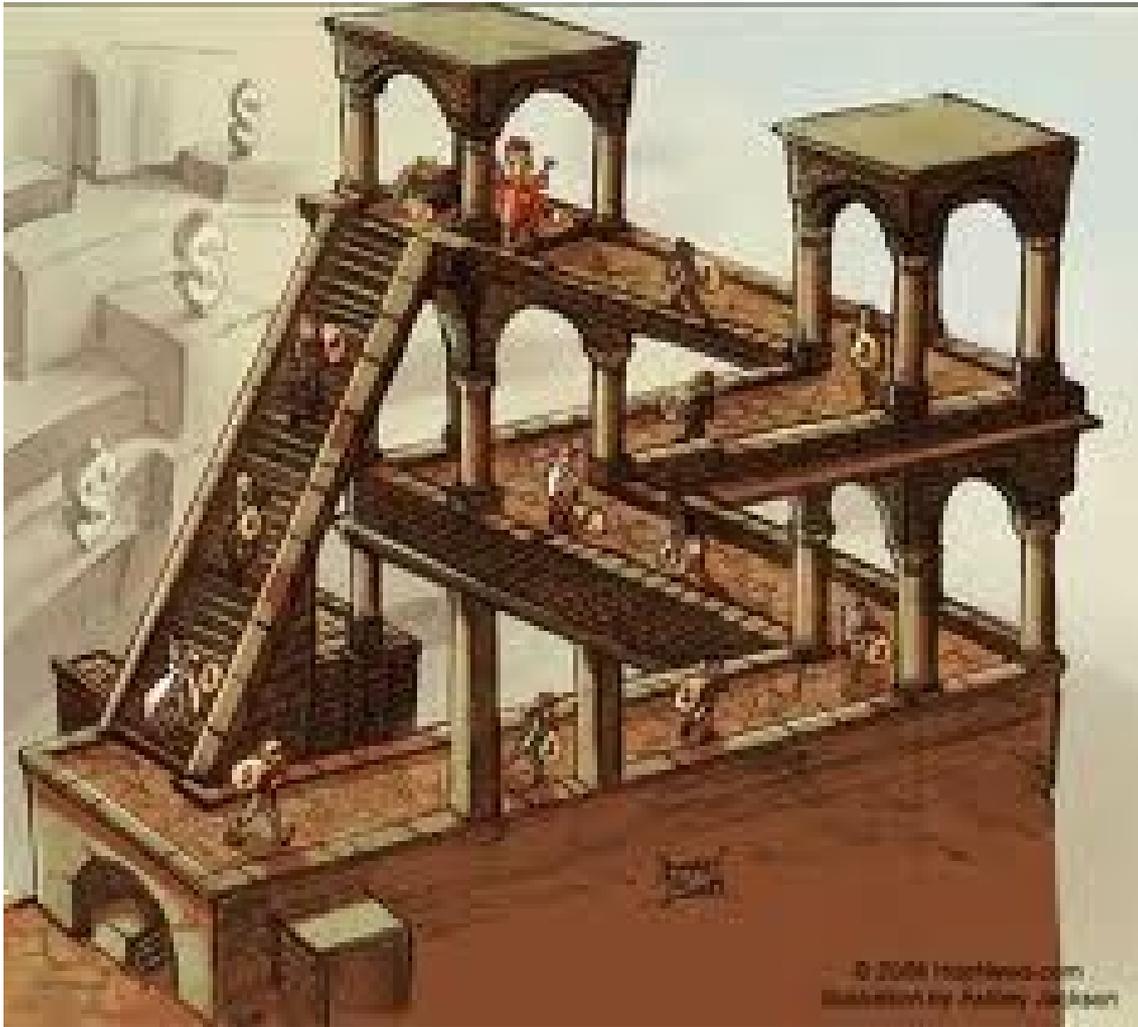
- How to we get actionable results in the hands of those that actually take the actions?
- Ownership at center-level
- Annual, Actionable metrics
- Accountability



- What could this look like?
  - Center-specific survey
  - Supervisor 360's
  - Focus groups
  - Critical Elements







Making the USGS the best place to work – it is an iterative process involving connections at all levels of the organization.