

# Sustaining Support of Our Science Mission

ELT Champion: José Aragon, Associate Director for Administration

Sponsors: Julie Wozniak, Deputy Associate Director for Human Capital  
Shari Delung, Management and Program Analyst

Team Members: Lori Apodaca, Reston, VA  
Cheryl Davis, Lakewood, CO  
Keith Knudsen, Menlo Park, CA  
David Newman, Reston, VA  
George Ritz, Lakewood, CO

Team Coach: Stacy Bushée, Reston, VA

Class: Leadership 201, August 3-7, 2015

Tools Used: Brainstorming, Polarity Map, Storytelling, Visual Explorer, ZiZo

***Action Scenario: Problem Statement: How can we establish partnerships and collaboration that allow science support to be part of science planning and program implementation across the full portfolio rather than seeing science support personnel as a roadblock or to be called in to “fix a problem”.***

**Goal:** Enhance USGS partnerships and collaborations in planning and implementation to promote our science mission.

## **Assumptions:**

- We didn't want to limit our discussion around a money theme.
- Two groups working together,
- Teamwork,
- Group moving in the same direction;

## **Recommendations/Implementations:**

- ✓ Communications – Development of a communication strategy
  - More Field Trips – Opportunities for more “Face-2-Face”
  - Process Cheat Sheets (common language of procedures so processes are not so oblique.)
  - Tag Line for Marketing
    - “Partnerships promoting Science”
- ✓ Relationship Building
  - Sharing Support Staff
  - Recognize those contributions that are not purely science.
- ✓ Metrics/Dashboard
  - Scientist to participate in business processing mapping
  - Actively track function & make information available
  - Develop metrics to allow Science Center to help prioritize support activities.

# Sustaining Support of Our Science Mission

- ✓ Process Improvements
  - Develop SRI Concept
  - Improve Internet Information
  - Message Boarding (Central Repository to obtain information/collaborate)
  - Decentralized Functions

## Other Complimentary Actions:

- ✓ Communications:
  - Collateral support during high peak seasons
  - Define roles and responsibilities of existing Liaisons
  - No acronyms “Common Language”
  - Science Director and Administrative Officer Meetings
  
- ✓ Relationships:
  - Regional Liaisons
  - Adopt a Scientist – Adopt a Science Support person
  - Hawaiian shirt Friday to build camaraderie
  - Stop doing the Hiring Waiver process
  - Get in the Field – more opportunities to have “Face-2-Face”
  - Share time of field administrative staff to help the Office of Administration
  - Raffle “Jose for a Day” – he spends a day at your Center
  
- ✓ Process Improvements:
  - Information Technology Marketplace
  - List of contacts by topic
  - Support “Help Desk”
  - Automation of HR recruitment activities
  - Human Resource on-boarding

We enjoyed the opportunity to look at this scenario and are available for further discussion.

# Sustaining Support for Our Science Mission

*A Journey to Advance OUR Science*



# ***Sustaining Support for Our Science Mission***

**Champions & Sponsors:** José Aragon, Julie Wozniak & Shari Delung

**Coach:** Stacy Bushée

**Participants:**

Cheryl Davis - Lakewood, Colorado

David Newman - Reston, Virginia

Keith Knudsen - Menlo Park, California

George Ritz - Lakewood, Colorado

Lori Apodaca - Reston, Virginia



**August 7, 2015**

# Sustaining Support for Our Science Mission

*A Journey to Advance OUR Science*



The Path to get to the  
Mountain Top



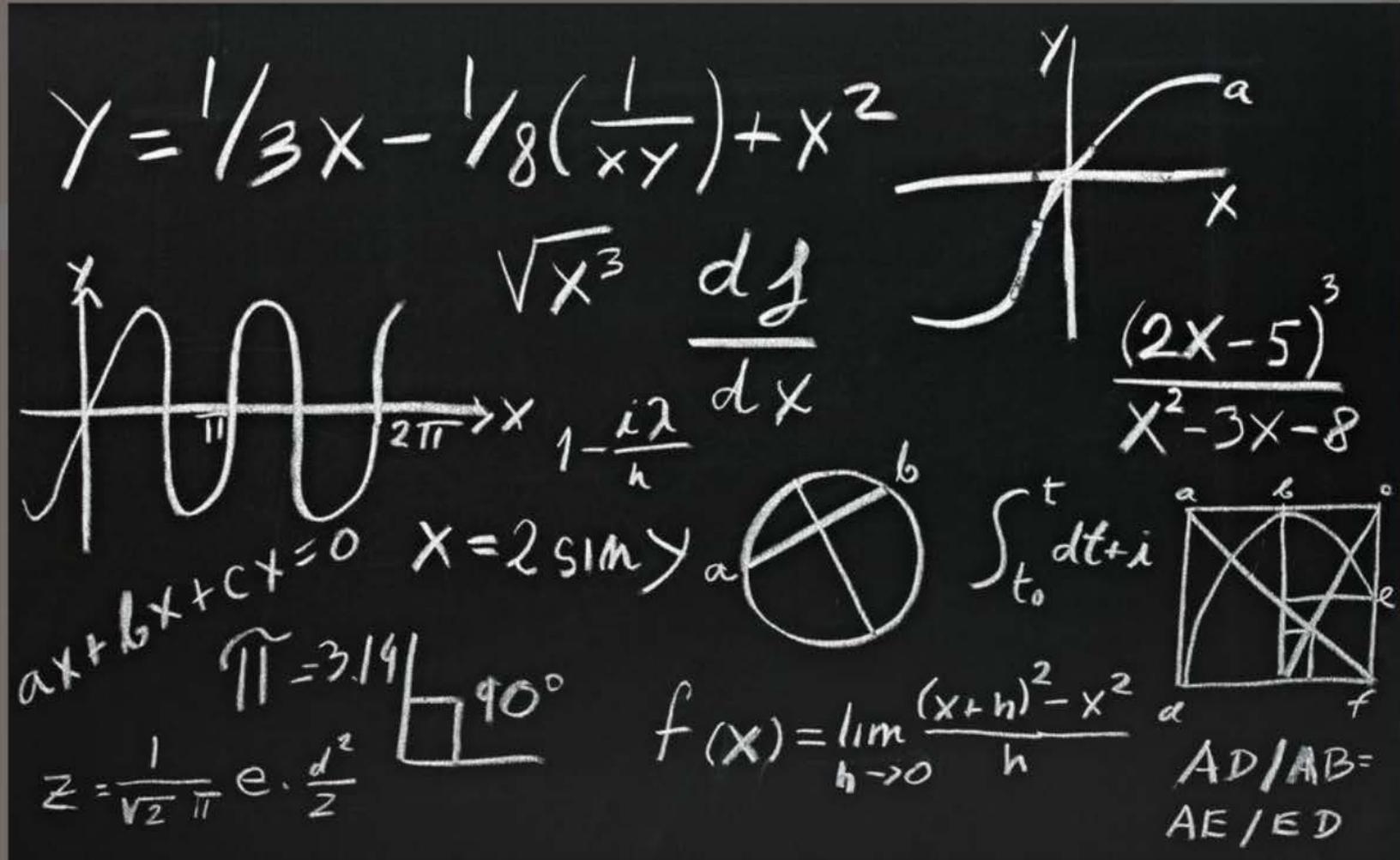
***Enhance USGS Partnerships  
and collaborations in planning  
and implementation to  
promote OUR science mission***

# Brainstorming





# Metrics, Dashboard Data & Tools



# Visual Explorer Exercise





# *Share -Ree*



# Story Telling



# *Our Science*



# Sustaining Support for Our Science Mission

*A Journey to Advance OUR Science*



