

Welcome to the USGS Town Hall





The USGS Workforce Plan

LEADERSHIP 201 – JUNE 2016

The Players

- ▶ ELT Champ: **Mark Sogge**
- ▶ Sponsor: **Nancy Lee**
- ▶ Coach: **Bill Werkheiser**
- ▶ Action Learning Team:
 - ▶ **Dave Ramsey** (Alaska Region)
 - ▶ **Dorrie Gellenbeck** (Water)
 - ▶ **Heather Henkel** (SE Region)
 - ▶ **Paul Rydlund** (Midwest Region)
 - ▶ **Richard Verdi** (NE Region)
 - ▶ **Sue Phillips** (NW Region)

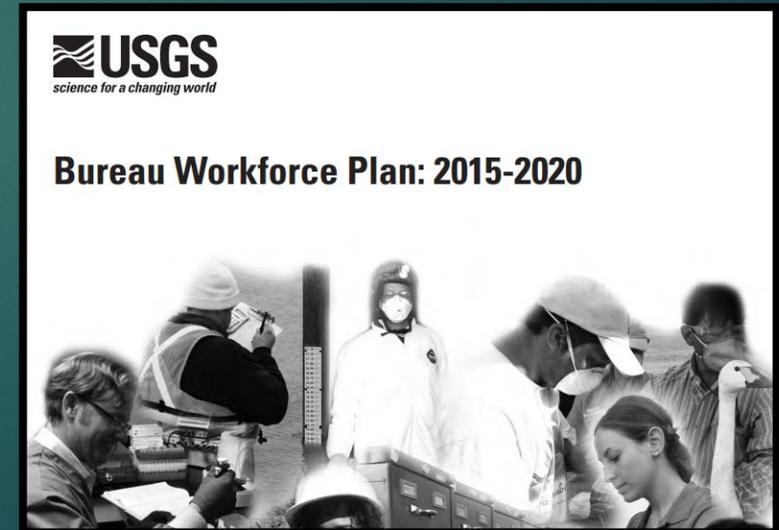
Background

USGS developed a **Bureau Workforce Plan** (released Apr 2015)

- ▶ Outlines vision for the workforce
- ▶ Provides bureau-level actions to realize vision

Team's task – look at **challenges to implementation**

- ▶ How do bureau planning for local hiring?
- ▶ How to start, and keep, momentum?
- ▶ Priorities? With limited resources?
- ▶ How evaluate progress?



Our Thesis (The Gist of the Problem)

**Achieve Bureau Workforce Goals
Through Center-Directed
Implementation**

Empower people to embrace the bureau vision

- Communicate to all
- Buy-in
- Shared vision
- Tools and information
- Fix what's broke

*Bureau
Workforce
Plan: 2015-
2020*

HQ

Center

Use Center needs and feedback

- Shared Vision
- Expression of Need
- Really Hear Calls for Help
- Take in Center Feedback

The Implementation Process

- ▶ Big Moment → Steering Committee needed
 - ▶ All levels of the organization → facilitate the WFP implementation
 - ▶ Representation from MA, Regions, and Offices (# = 16)
 - ▶ Identify roles and responsibilities
 - ▶ Evaluate Bureau-level goals for feasibility of implementation steps
 - ▶ Accumulate and organize data for reporting on effectiveness of implementation at Center level
 - ▶ Recommend additional authorities to increase WF flexibility
 - ▶ Identify needs and information gaps
 - ▶ Analyze and develop tools
 - ▶ Advocate hiring improvements

Create a specialized roadmap for people at all levels of the organization to find their role in the plan



The Implementation Process

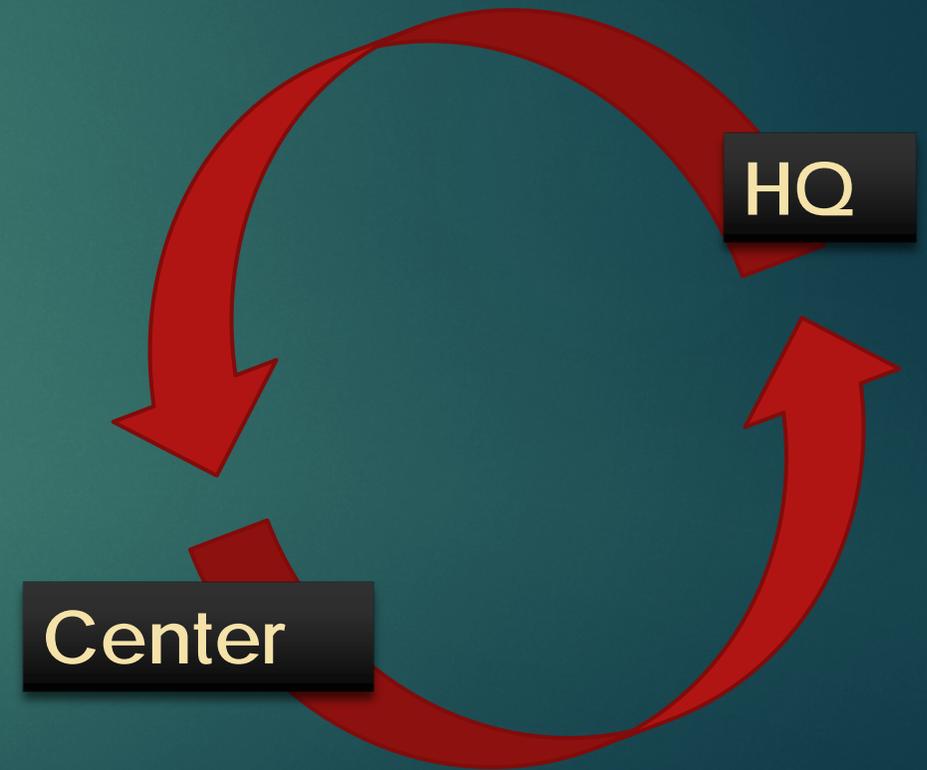
- ▶ Big Moment → Develop a communication plan that is clear, concise, and consistent
- ▶ Communication Plan could include:
 - ▶ Personal Communications (Examples):
 - ▶ Review similar efforts by SDCN and CDI
 - ▶ Hold in-person and F2F workshops
 - ▶ Establish real timelines for communication between HQ and Centers
 - ▶ Regular presentations about status and progress and key meetings
 - ▶ Local visits by HQ staff

Biases, usefulness, knowledge of these differs depending upon your MA, Region → needs to be a cross-MA, Region, Office committee



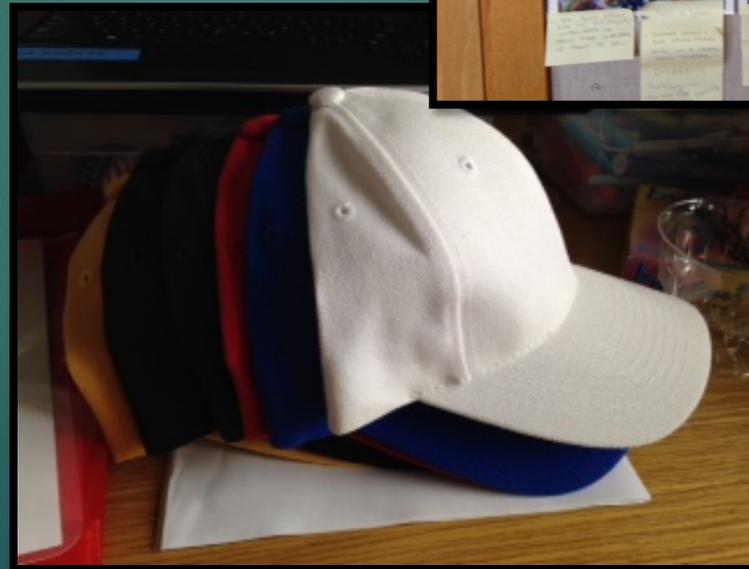
The Implementation Process

- ▶ Big Moment → Develop a communication plan that is clear, concise, and consistent
- ▶ Communication Plan could include:
 - ▶ Interactive Tools (Examples):
 - ▶ WFP-specific Idea Lab/Chat Room
 - ▶ Establish WFP-specific blog
 - ▶ Improve HR tools (eg. PD library)
 - ▶ Humorous videos (like Ethics Shorts)



Tools Used During the Week

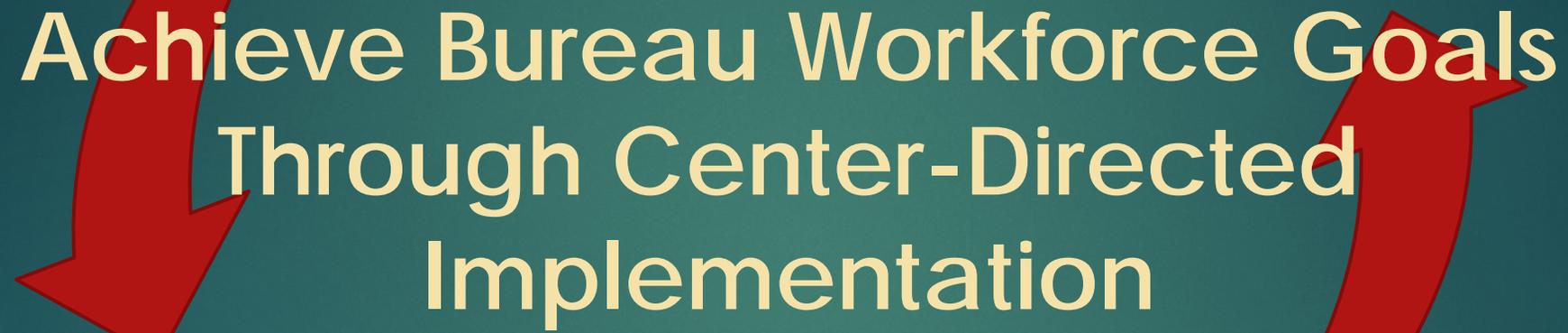
- ▶ Visual Explorer
- ▶ 6 Thinking Hats
- ▶ **Storytelling**
- ▶ **Brainstorming**
- ▶ **Brainwriting**
- ▶ **Converging Grids**



The Thursday Afternoon Process

- ▶ Funnel down information
- ▶ Stuck in the weeds
- ▶ Eat cookies and gummie fish
- ▶ Group the bits
- ▶ Create bumper stickers for our over-arching terms
- ▶ Stuck in the mud/weeds
- ▶ Used Usefulness/Cost and Acceptability/Implementation grids
- ▶ Identified High/medium acceptability and low implementation items





Achieve Bureau Workforce Goals
Through Center-Directed
Implementation

HQ

Center