

GRC Survey Recommendations

Great Place to Work

1. Recommend spit balling ideas for improvements in the areas of: overall atmosphere, human capital programs (including telework, mentoring, etc.), mass transit, trust in management/leadership, physical plant, dining options, rumor mill and fair treatment (MAF/PD).
2. Establish DTSA Car Pool bulletin board using DTSA portal. Work with BRAC Working Group to establish Mark Center building-wide car pool and van pool finders/bulletin boards
3. For BRAC move, designate the new ergonomic chairs as 'specialty items' to be moved.
4. For BRAC move, designate the unit refrigerators as 'specialty items' to be moved; replace older units with Energy Star efficient units. Current inventory -- TD:2; LD:2; PD:1; ISD:1; SD:1 (used by SD, TD Space and MD-IT); EO:1; MD:1; Snack Bar: 1
5. ~~Upgrade IT equipment before move rather than after move.~~ [already in current plan]
6. Have a better COOP plan to deal with loss of A/C, loss of water, etc. Meet OSHA standards for clean, safe work environment as a minimum. Management must make quicker response.
7. Privacy screens for computer monitors.

Empowerment

1. Update AO training to include expectations on working inside the Beltway, i.e., to be flexible and adaptive to ever-changing requirements and taskings without getting stressed out about it.
2. Update training to improve AO's ability to assess a situation or issue and make an actionable suggestion. AO expectations should understand that outside factors and influences may override the suggestion. AO should not be stressed out if suggestion is not implemented, but feedback from leadership is essential for AO's to remain flexible and adaptive.
3. Reemphasize Individual Development Planning
(http://www.opm.gov/hcaaf_resource_center/assets/Lead_tool3.pdf)
4. Template for all correspondence (available under S:\Front Office Public\Admin Info)
5. All supervisor should have formal training (40 hours) within 1st year of position of supervisor. Should prior supervisors have refresher training ? (Trinita)
6. Supervisor brown bag with (b)(6) to foster more active supervisor/leader development.
7. DTSA organizational dress code (no jeans/jersey's, etc.); GRC draft/propose.
8. Management should reconsider delegating authority to certain individuals with a proven track record, similar to a Squadron Commander designating a junior officer as a Flight Lead. For

example, if a TD engineer has authority to prescreen a case as LOT during Tiger Team, that same engineer should have authority to release that same case as LOT in the event it is not prescreened during Tiger Team.

9. Complete the Team lunches with the Front Office.

10. Alternate Work Schedules including Teleworking. AWS is an important aspect of mitigating the adverse impact of the BRAC move. However, current expectations of Senior Leaders do not allow 1st and 2nd line supervisors to authorize AWS since they do not want to be non-responsive to expectations. Request Director discuss AWS and TW with Big P to explore the possibility of adjusting suspense response expectations and thus allow use of AWS and TW to a broader DTSA population. If there are fewer same-day suspenses, perhaps supervisors will allow more folks to use AWS.