

Action Learning Scenario

Strengthening the Bonds between USGS Diversity Sub-Councils and USGS Employees

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Diversity

- Creates a rewarding workplace
- Fosters a workforce of excellence
- Attracts a workforce that reflects America

Problem Statement / Question Reframed

USGS is not capitalizing on workforce potential needed for a changing world.

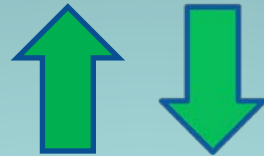
Recommendations / Implementation

We will address our concern by:

- Capitalizing on different views and contributions people bring
- Create full participation and inclusive environment

What Result is Being Sought?

Recruit a USGS workforce that reflects America



Become a best place to work

Better science

Rewarding workplace

Stimulating workplace



Create full participation and inclusion



Capitalize on differing views and contributions

To Achieve Full Participation

- 1) Relevance and benefits of diversity
- 2) Training / Education
- 3) Employee input
- 4) Team approach to problem solving

Relevance and benefits of diversity

- Clearly define goal of full participation and inclusion
- Clearly express benefits of inclusion to staff
 - Better science
 - Rewarding workplace
 - Stimulating workplace

Training / Education

Early career (0 to 2 years):

- Welcome new employee packet
 - One pager on diversity and what it means to USGS
 - Suggestion for intro to guiding principles
 - Diversity / inclusion as a face to face discussion (supervisor / new employee)
- Assignment of mentor (one mentor per new employee – not the supervisor)

2 to 4 years:

- Leadership Intensive course that includes:
 - Individual assessment tool such a DISC, SDI, and Myers-Briggs
 - Team dynamics – participation in a team plus introduction to leading teams

Training / Education - continued

Mid career (4 years +):

- Leadership 101 / 201
- Facilitation

Employee input

- Local-level surveys
- One on one meeting with supervisor / employee (can be during performance evaluations)
- Promote off-site meetings
- Feedback mechanism (such as Idea Lab) to ensure input is addressed (transparency)

Team approach to problem solving

- Employee based work groups

Vision

What if:

USGS became the best place to work,
empowering the agency to recruit
a workforce for a changing world.