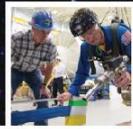




Human Capital Planning Implementing the NASA Culture Strategy

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Workforce Culture Division
March 27, 2015





“*The alignment between what it is you are working on and your overarching strategy is absolutely critical. The centerpiece of our **human capital strategy** at NASA is **innovation**. **Innovation** is essentially the NASA mission and so we really have thought long and hard about what are the human capital components that foster **innovation** in a workplace.*”

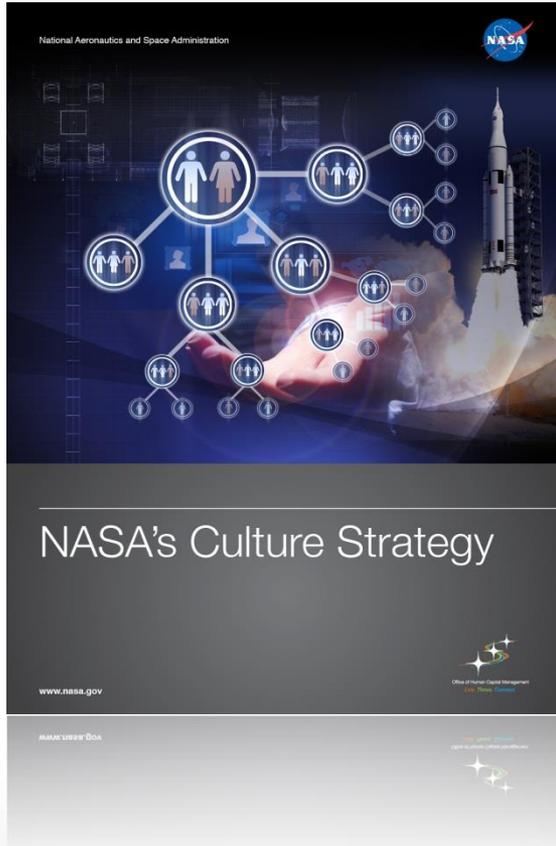
~ Jeri L. Buchholz, February 28, 2013



NASA Culture Strategy (2013)



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- Developed by key stakeholders
 - Strategic Management Council
- Talented, unique, innovative workforce
- Mission success founded in continued cultivation of a culture that fosters engagement, creativity, and innovative performance--in all disciplines.



Three Culture Strategy Focus Areas



- Recognizing and rewarding innovative performance
- Engaging and connecting NASA people—*to our missions and each other*
- Building model supervisors and leaders



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Our question:

**How do we implement
the Culture Strategy?**



NASA has a strong and positive culture, *AND*

More can be done to sustain and improve it.

The Human Capital community (Agency and Centers) wanted to work together to create a path forward.

One that builds on NASA strengths (leadership, innovation, collaboration, meaningful work and missions and more) to influence culture for the better.

We did not want to promulgate a memo.



We formed a Team...



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Human Capital Culture Strategy Planning Team



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OHCM



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Susan Cloud,
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Marykate Dougherty,
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Stacey Edgington,
HEO



Kay Gilley,
HQ HRMD

Valador Support Team



Donna Connell



Katie Pruzan



Adelia Nichols



Dennis Bonilla



Matt Kohut



Cat Silvey



Where we started...



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We wanted to understand...

What are we already doing at NASA around our 3 priority culture areas that is working?

- We collected inputs from across the Agency

What are others doing or thinking about?

- We scanned literature, web resources, and foundational research on culture (Schein and others)

What more should we try or do?

-Some of the tools, resources, training, development, leadership behaviors, and mindsets that might help NASA move the culture dial.

And we wanted to model the desired culture and work environment of learning, engagement and creativity while the team worked...



This led to...



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- A lot of work
- A lot of fun
- *A very non-traditional NASA Human Capital Plan*

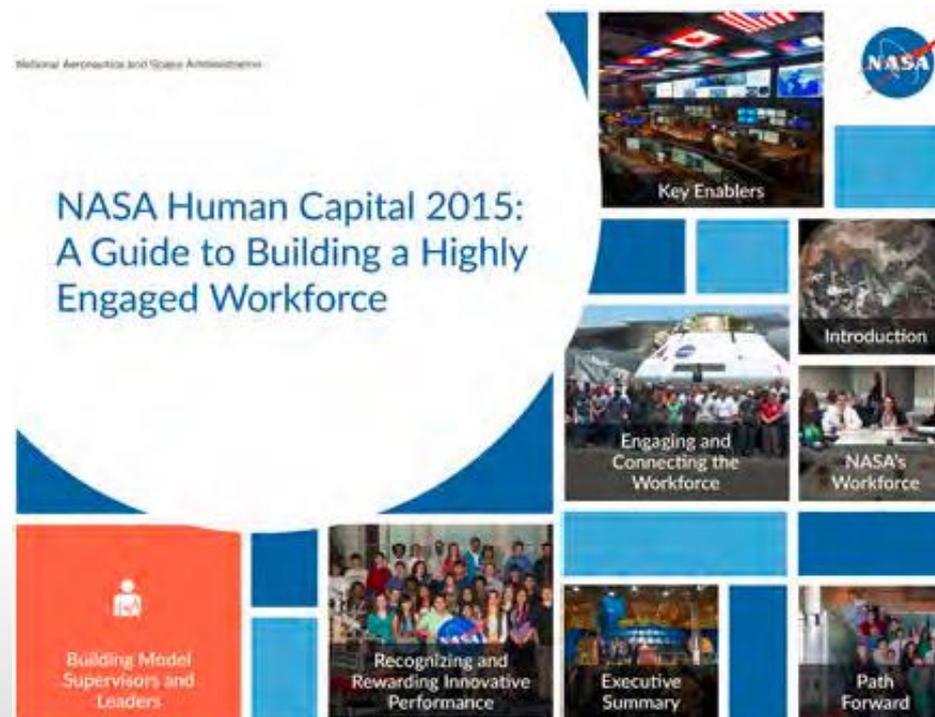


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The 3 Culture Strategy priorities...

- Recognizing and rewarding innovative performance
- Engaging and connecting NASA people—*to our missions and each other*
- Building model supervisors and leaders

Plus a fourth new area...

Key Enablers:

- *Communications*
- *Policies, Programs, and Systems that Support Building an Innovative, Creative Culture*
- *A Human Capital Organization that Leads by Example*



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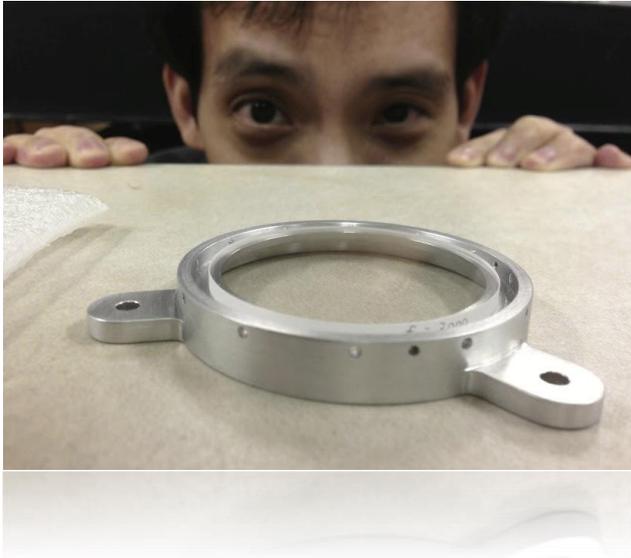


Live Demo of the HC Plan

<https://hr.nasa.gov/portal/server.pt?open=512&mode=2&objID=232&PageID=129894>



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Questions?