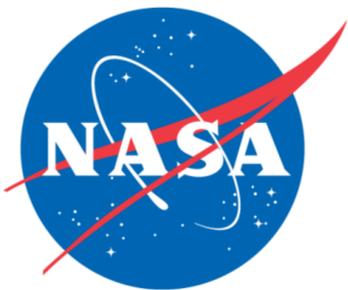




# THE FLIGHT PROJECTS DIRECTORATE

Creating a New Future for 400 Closeout  
May 8, 2012



## RECAP of the Creating a New Future for 400 Initiative

Spring 2010 – Design Team surveyed Code 400 stakeholders which consisted of employees, customers, and external stakeholders

- What's going well? Where can we improve?
- June 2010 -Creation of the People, Processes/Tools, and Relationship Team based on survey themes
- Teams have tackled numerous actions over the 18 month initiative:
  - Recent retreat—teams debriefed on outcomes and identified completed actions as well as open actions
  - Received full support from the 400 Leadership Team

*Creating a New Future Initiative was declared “COMPLETE” on March 22, 2012!*

## Highlights from The Tools/Processes Team

1. Strategy to re-structure **MSR Reporting**—going paperless
2. **Useable Process for Lessons Learned**—facilitated Pause and Learn sessions at KDPs for submission into the NASA LL System
3. **Tools Inventory** of program/project management functions
4. **Parts Procurement and Tracking Database-**
  - ✓ Full support and buy-in from Code 400 management
  - ✓ Elevating the idea to the other Directors (200, 300, 500 & 600) including Center Director
  - ✓ Quantify the potential savings areas
    - a) Centralize database development
    - b) Reuse of residual parts, tools, and equipment after a program
    - c) Sharing and collaboration across programs in development

## Highlights from The People Team

**Project Team Staffing Guidelines**...400-PG-3331.0.1, will serve as an umbrella policy linking three existing PGs 400-PG-3332.0.1 Hiring Procedures for FPD Competitive Advertisements. Focuses on affirming competition-based placement in vacant or new positions

**Improve External Presentations**—Presentation materials about FPD's New Future Initiative to inform people both inside and outside Code 400

**Varied Sources Analysis**—Analyze recruitment sources from the recent hiring blitz to enhance Code 400's recruitment process for the future

**Provide input to PMDE Redesign**—Team explored options for possible redesign. Contract being established now for planned Fall 2012 launch of a re-designed PMDE

## Highlights from The People Team

**400 participation in Center Advisory Committees**—Team found Flight Projects is well represented on Center activities including the Center Advisory Committees

**Improve Code 400 Website**—POC identified to oversee the revamping of the website into a SharePoint-based approach. Future work will be accomplished in sync with the Business Change Initiative, Human Capital Integrated Plan, and other activities

Develop plan to **restore external pipeline and Upward Mobility Program for secretarial/clerical disciplines**. Task has continued and expanded to understanding Administrative Professional Community's feeder program and career advancement opportunities

## Highlights from The People Team

**Develop Code 400 Orientation Package Template**—Orientation Package was modified and provided to other Program Business Managers. Now part of the Code 400 Welcome package and to be available on the Code 400 website

**Succession Planning**—Develop strategy for increasing the pool of candidates for upcoming critical vacancies. FPD will be the pilot for a Center Organizational Sustainability project led by OHCM

**Define and Communicate Career Paths**—Code 400 is exploring a tool recently used in another directorate to plot the varied pathways in the Flight Project's project management and resources/financial disciplines

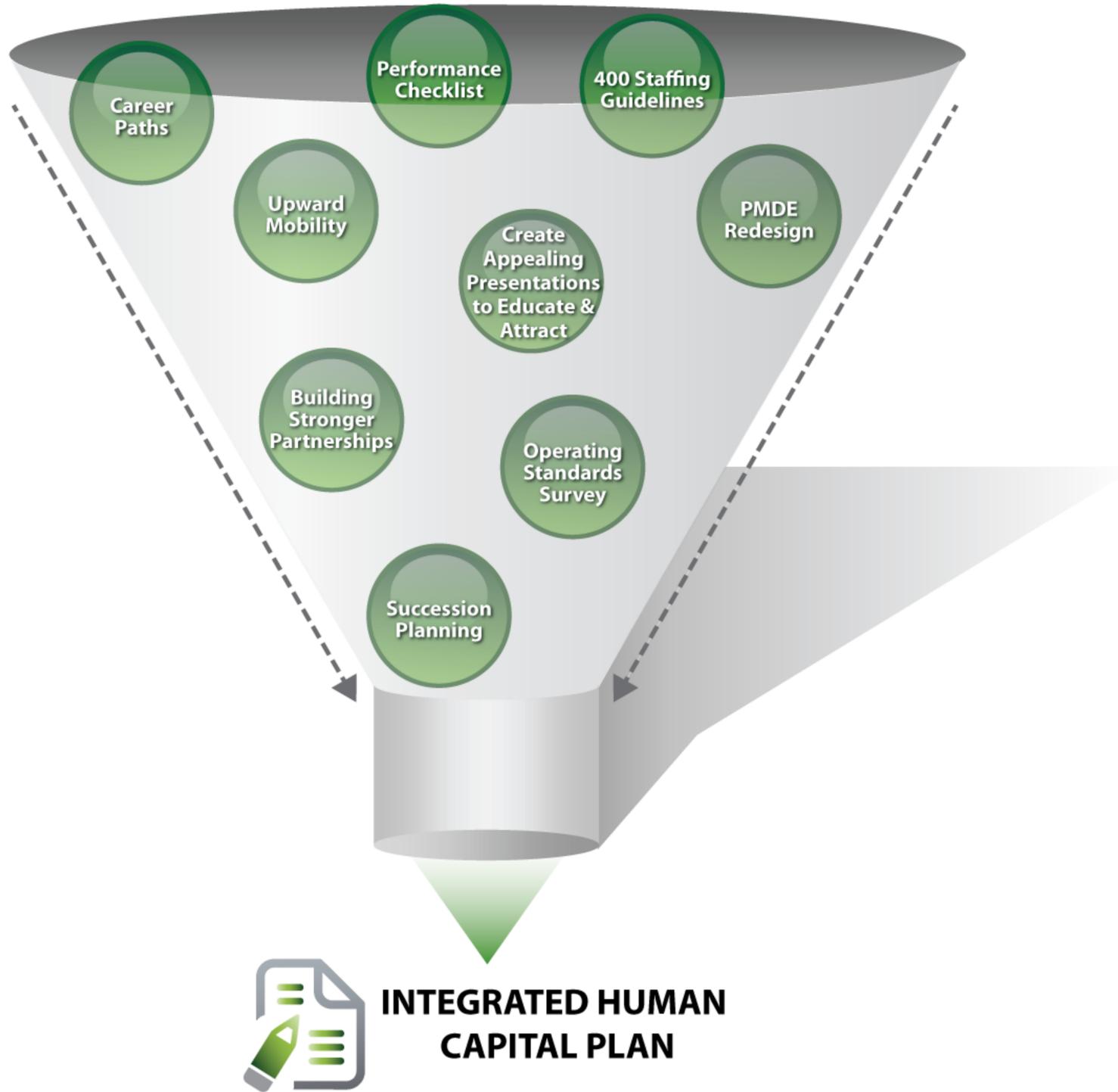
## Highlights from The Relationship Team

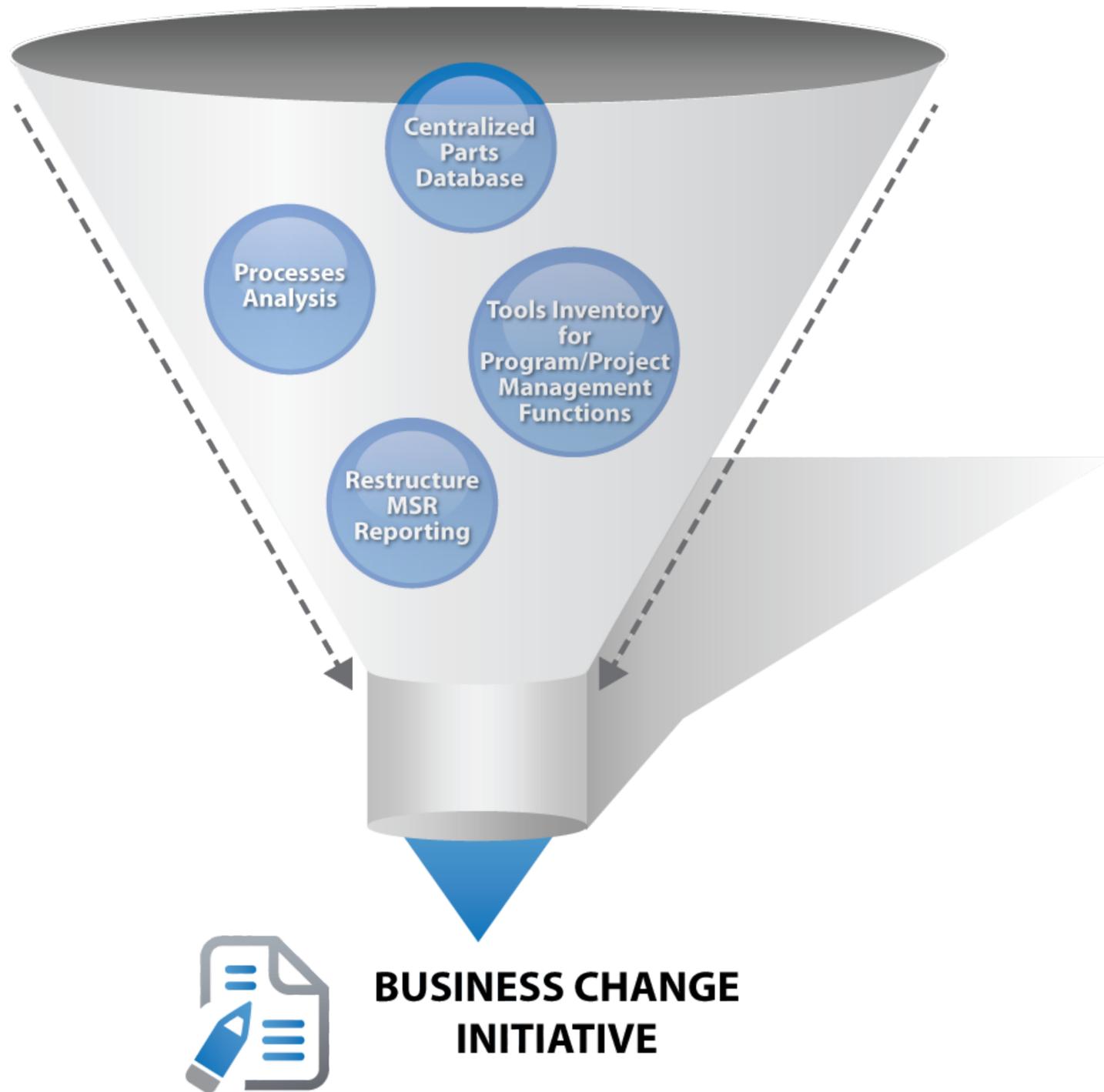
**Outcome—Flight Projects Directorate is seen as a trusted, collaborative and high performing partner in all interactions with customers, stakeholders and employees**

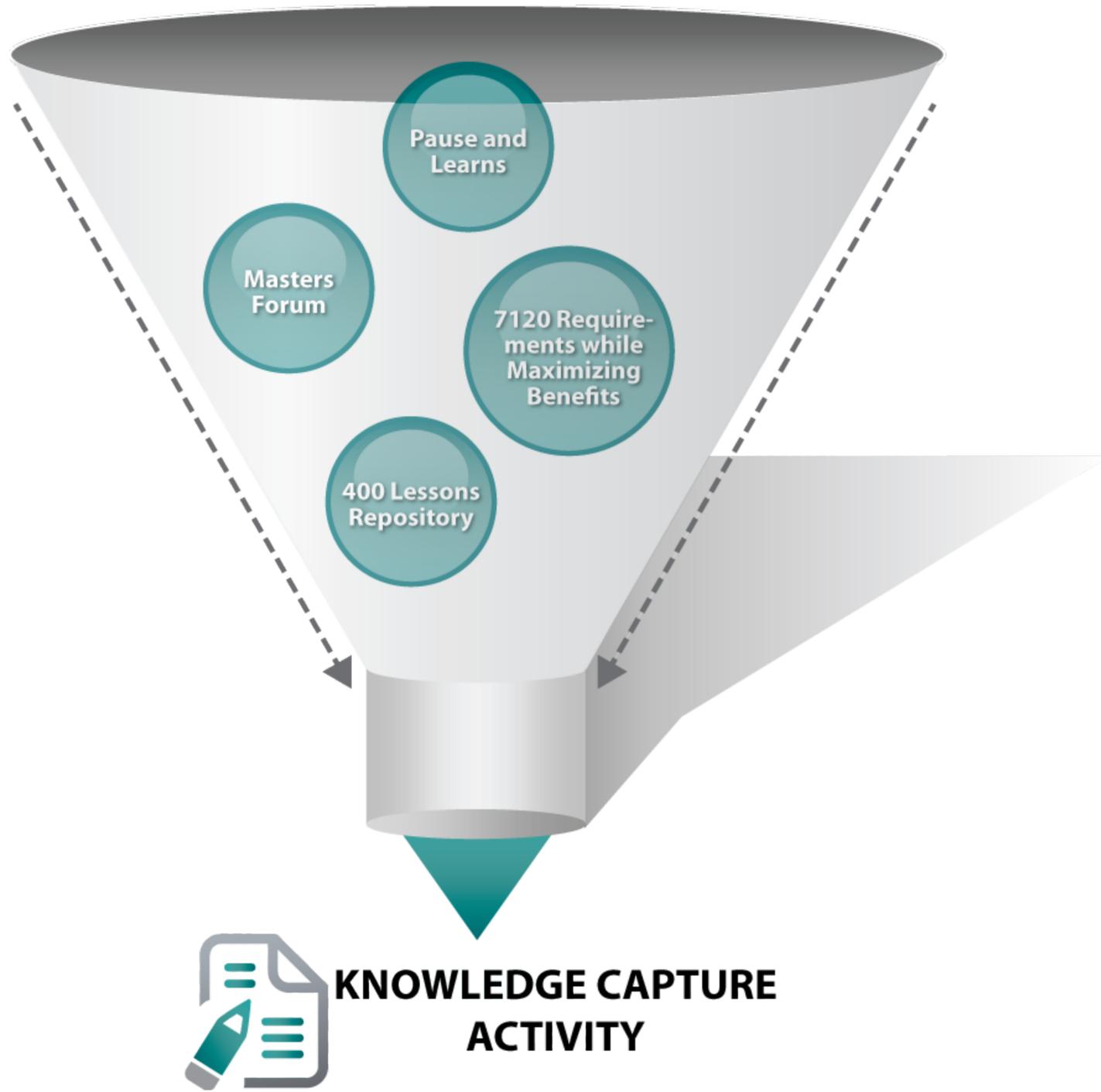
**4-D Processes** used to introduce behaviors and operating standards. Also as a tool to measure and improve performance over time through assessments and workshops. Infuse approach throughout FPD top-down

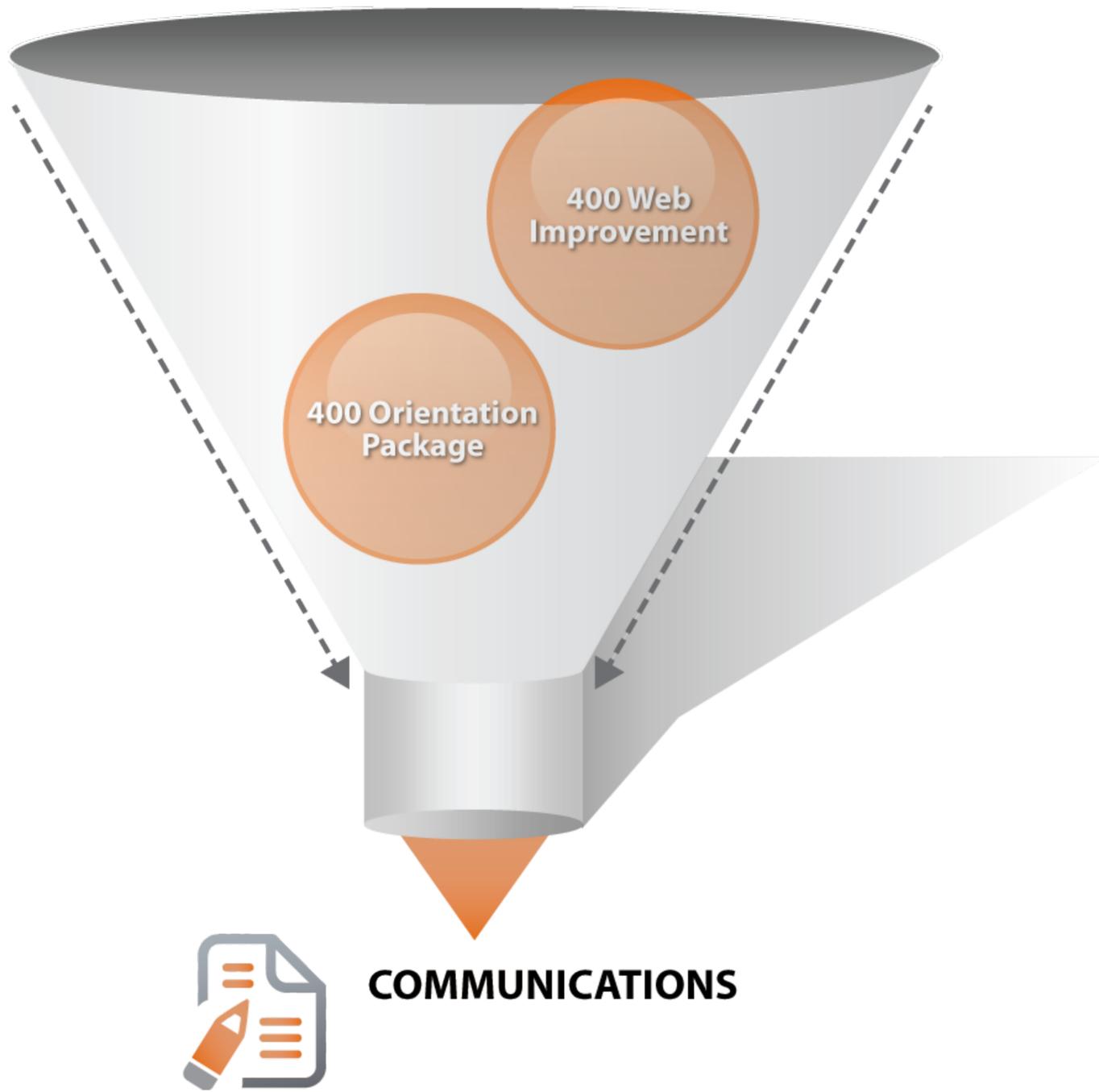
**Operating Standards:** Achieved alignment on 9 Operating Standards after first table tent distribution. Developed and distributed ~ 300 table tents

**Developed Operating Standards Survey** to gauge progress towards achieving high performance around operating standards. Gathering external stakeholder emails for distribution. Survey release—May 2012









## Thanks to All

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