

# One NASA



## 2003 ANNUAL REPORT

### Action Status Brief

Last year was a productive year for the One NASA Team. We were able to lay the groundwork needed to complete many One NASA actions in the coming year. This brief describes those actions and their status.

One year ago, we completed our *One NASA Recommendations* report that described an approach to change. The recommended actions were based on input from all parts of the NASA community. On the back of this page is a table showing the actions and their expected completion. The actions are grouped by the major One NASA themes—making decisions for the common good, collaborating to leverage existing capabilities, and standardizing to achieve efficiencies. Two actions are complete; 4 are scheduled for completion by June; and another 11 are scheduled for completion by the end of the year. By the time our next annual report is released, over 50 percent of the actions will be complete! Visit our Web site at <http://www.onenasa.nasa.gov> to find the full One NASA report.

One of the most visible signs of progress toward One NASA was the enormous attendance at the Leader-Led Workshops conducted at each Center last fall. Attendees provided many comments about the idea of One NASA and also raised new challenges for our team. We listened, and we are acting on that input. Executive leaders who participated benefited

greatly from the experience and gained personal insight into key issues they heard firsthand from you—the NASA community.

Our first action completed was 5b) Open Vacancy Announcements. All job vacancies are now open to all employees regardless of location. Managers raised concerns that Center limitations on hires and relocation funding stood as barriers to implementation. Code F has worked with Human Resources Directors and Enterprises to ensure that there is an easy process in place to deal with both of these concerns. Contact your Human Resources Director if you have any questions or concerns.

Recently, Action 5d) Require Senior Executive Service (SES) Mobility was completed. A letter dated February 23, 2004, from the Administrator again stressed the importance of mobility in developing senior leaders. Managers sought specific guidance on requirements to meet this standard as part of the letter. The Administrator made it clear that these decisions are made on the total experience and development of each individual proposed for SES appointment—there is no magic formula. The Agency's intent is clear. We must now focus on how to meet this challenge effectively.

Feedback from the Leader-Led Workshops also showed that the duration of the funds transfer

process was a major concern. This information caused us to expedite the schedule for Action 6i) Streamline Funds Transfer—now expected to be completed in June 2004. Feedback provided to the Office of the Chief Information Officer during workshops has prompted the development of teams at the Centers to work on activities associated with Action 6a) NASA-wide Directory and 6b) Encourage Virtual Teams, and project plans are being finalized.

Feedback also centered on the negative effect competition can have on the ability to collaborate across NASA. Action 1c/1d) Program Priorities and Resources and Selecting Competing Projects focuses on this issue and is expected to be complete before the end of the year. Your feedback is important and is used continually to improve our program.

One NASA is also having a positive impact on the Agency beyond the implementation of our actions. Teams at Centers are seeking to drive One NASA themes further into their organization. As supervisors, you can help implement One NASA actions and behaviors in your work unit, actively communicate One NASA progress to your employees, and continue to provide constructive feedback to [OneNASAComments@nasa.gov](mailto:OneNASAComments@nasa.gov) on how One NASA can become a reality. The One NASA Team looks forward to your continued support.

THEME	Action	Action Title	Action Sponsor	Action Lead	Status			
Making Decisions for the Common Good	5d	Require SES Mobility	Vicki Novak	Joan Peterson	Complete			
	5j	Broaden SES Selection Panel	Vicki Novak	Joan Peterson	June '04			
	1a/5g	Leader-Led Workshops and One NASA Performance Goals	Jim Jennings Vicki Novak	Johnny Stephenson Joan Peterson	FY04-05			
	1c/1d	Program Priorities and Resources and Selecting Competing Projects	Jim Jennings	Johnny Stephenson	FY04-05			
	2a/2b	Model Behaviors and Management Tools and Guidelines	Jim Jennings	Jan Moore	FY04-05			
	4a/4c	Agency-level Values and Provide Value Tools	Jim Jennings	Jan Moore	Ongoing			
	4b	Program Values	Jim Jennings	Jan Moore	Ongoing			
Collaborating To Leverage Existing Capabilities	5b	Open Vacancy Announcements	Vicki Novak	Joan Peterson	Complete			
	3a/3b	Examine Formal Structures and Informal Roles	Jim Jennings	Paul Pastorek	June '04			
	4d/4e	Code of Conduct and Contractor Alignment	Tom Luedtke	Mary Stevens	FY04-05			
	5h	Peer Awards Program	Vicki Novak	Joan Peterson	FY04-05			
	6b	Encourage Virtual Teams	Pat Dunnington	Dell Watkins	Ongoing			
	5a/5f	Develop Broadening Strategies and Incentivize Mobility	Vicki Novak	Joan Peterson	Ongoing			
	6a	NASA-wide Directory	Pat Dunnington	Scott Santiago	Ongoing			
	6c	Catalog Technical Assets and Capabilities	Jeff Sutton	Olga Dominguez	Ongoing			
	6f	Knowledge Management System	Theron Bradley	Greg Robinson	Ongoing			
	6g/6h	Engineering Design Tool Study and Collaborative Engineering Environment	Theron Bradley	Greg Robinson	Ongoing			
	7a	Public Relations Capability Within	Glenn Mahone	Dean Acosta	Ongoing			
7b	Use Technology To Communicate	Glenn Mahone	Dean Acosta	Ongoing				
Standardizing To Achieve Efficiencies	6i	Streamline Funds Transfer	Gwen Brown	Lloyd Blanchard	June '04			
	6k	Program/Project Management Improvements	Theron Bradley	Greg Robinson	June '04			
	5c	Resolve Inconsistencies	Vicki Novak	Joan Peterson	FY04-05			
	5e	New Employee Orientation	Vicki Novak	Joan Peterson	FY04-05			
	5i	Consistency of Rewards	Vicki Novak	Joan Peterson	FY04-05			
	6d	Review Common Databases	Theron Bradley	Greg Robinson	FY04-05			
	6j	Standardize Research Announcements	Jim Jennings	Thomas Sauret	FY04-05			
	6e	NPD and NPG Pilot	Jeff Sutton	Olga Dominguez	FY04-05			
All	8a	Implement Top Sheet	Jim Jennings	Johnny Stephenson	Ongoing			
	8b	Measure Progress Towards One NASA	Jim Jennings	Johnny Stephenson	Ongoing			
		Actions completed		Quick Wins complete by June 2004		"On the Horizon" actions completed around end of FY04 into start of FY05		Ongoing activity