



Briefing on Project Aim

Victor McCree

Executive Director for Operations

Maureen Wylie

Chief Financial Officer

March 29, 2016

Agenda

- Overview
- Results of re-baselining:
 - Upcoming Projects/Next Steps
 - Realigning Information Technology to support Project Aim
 - Transforming RES through Project Aim
- Closing Remarks

Upcoming Projects/ Next Steps

**Frederick Brown
Acting Chief Information Officer**

Implementing as Planned

- Developed a project plan with milestones and outcome metrics
- Distributed work across the agency
- Active stakeholder involvement and input
- Strong oversight by the Steering Committee
- Effective and timely product delivery at an appropriate cost

Accomplishments since December

- Issued and implementing the Strategic Workforce Plan
- Made recommendations on shedding or deferring work
- Completed a table top for the add/shed/defer procedure for emergent work
- Engaged with stakeholders
- Provided additional re-baselining products:
 - Longer-term Efficiencies
 - Known Workload Changes

Completing in the near-term

- Re-baselining final products
- “One-stop-shop” for service and support
- Evaluation of the Consolidation of the Regional Materials Program
- Evaluation of the Regional Corporate Support Functions
- Evaluation of the merger of NRR and NRO

Shaping the agency

- Establishing Centers of Expertise
- Institutionalizing the common prioritization of work across the agency
- Implementing changes in the oversight of contracts
- Meeting the Fiscal Year 2016 staffing ceiling and implementing the Strategic Workforce Plan
- Engaging with stakeholders

Realigning Information Technology to support Project Aim

**James Flanagan
Deputy Chief Information Officer**

Agile Workforce Requires Flexible Tools

- Reshape current processes and contracts:
 - Reduce cost and improve ease-of-use
 - Implement new infrastructure strategy to support efficiency
 - Enhance security process efficiencies
 - Rebid Agency-wide contracts at lower rates
 - Implement Mobility improvements
- Deploy resource savings to productivity tools
- Continue to enhance cybersecurity:
 - Enhance Agency-wide Security Dashboard
 - Deploy Continuous Threat Monitoring

Strategy to Support Re-baselining

- Re-baselining changes the delivery of technology
 - Align functions to reduce customization
 - Develop common service levels/measurements
- How does this impact our workforce?
 - Standardize tools and simplify processes across the Agency
 - Enhance competition to achieve better prices
- How to bring both concepts together?
 - Imbed within the support contract
 - Implement strong internal contract and program controls
 - Establish a common NRC entry point to all providers

Engaging the Workforce in the Change

- Support workforce adoption of new ways of working
 - Engaging the workforce early and often
 - Sensitivity to “How will it affect me?”
- Standardize change – looks the same everywhere
- Use frequent formal and informal training opportunities
- Communicate a clear strategy (what are we doing, why, how and when)

Optimizing Services for the Future

- Provide flexibility to change (technology, provider, etc.)
- Implement dedicated teams to manage large contracts
- Manage investment risks to enhance success
- Regularly review all activities for efficiency
- Refresh technology governance
 - Document agency investments in multi-year roadmap
 - Align investments within budget (mission, corporate)
 - Common prioritization of all IT agency investments

Transforming RES through Project Aim

Michael Weber
**Director of Nuclear Regulatory
Research**

Preparing our Workforce for the Future

- Accomplishing research while maintaining core competencies (about 30)
- Challenging to maintain core with reduced resources
- Conducting Strategic Workforce Planning
 - Succession planning
 - Anticipating future competency needs
 - Accelerating time to competency
 - Participating in meaningful and relevant research
 - Leveraging domestic and international partnerships

Implementing Re-baselining

- Preparing to shed lower priority work – 12 FTE, \$5M
- Focusing on the people
- Reducing Staffing
 - Identify positions (ongoing)
 - Assess staff's capabilities
 - Transfer staff to higher priority/funded work
- Reducing Contract Assistance
 - Complete near-term work in FY16
 - Re-scope user needs consistent with new funding level
 - Leverage domestic and international partnerships

Optimizing Contract Management

- Contracts important for conducting research
- Optimizing contract and financial management:
 - Active participation in Aim Strategy 11
 - Greater use of “job aids” such as “one pagers”
 - Branch Chief level reporting
 - Reviewing acquisition process for efficiencies
 - Enhancing project tracking and reporting



Refining Our Culture

- Focusing on research – our “main thing”
- Fulfilling the Energy Reorganization Act
- Conducting confirmatory and anticipatory research
- Responding to customer needs
- Redefining research and enhancing efficiency and agility

Closing Remarks

Victor McCree

Executive Director for Operations

Transforming Our Culture

- Aim is more than implementing the strategies
- Lasting value comes from refinements in culture
- Building on NRC's Principles of Good Regulation and Organizational Values (ISOC CER)
- Recognize people as our most important asset
- Fulfill commitments and establish a shared understanding of our actions

Acronyms

- RES: Office of Nuclear Regulatory Research
- NRR: Office of Nuclear Reactor Regulation
- NRO: Office of New Reactors
- IT: Information Technology
- FTE: Full Time Equivalent
- ISOC CER: Integrity, Service, Openness, Commitment, Cooperation, Excellence and Respect

SCHEDULING NOTE

Title: **BRIEFING ON PROJECT AIM (Public Meeting)**

Purpose: The purpose of this briefing is to update the Commission on the progress of Project Aim implementation.

Scheduled: **March 29, 2016**
9:30 am

Duration: Approximately 2 hours

Location: Commissioners' Conf. Room, 1st Fl., OWFN

Participants

Presentations

Victor McCree, Executive Director for Operations **50 mins.***
Maureen Wylie, Chief Financial Officer
Fred Brown, Acting Chief Information Officer
James Flanagan, Deputy Director, Office of the Chief Information Officer
Michael Weber, Director, Office of Nuclear Regulatory Research

Topics:

- Overview
- Results of Rebaselining the work of the agency
- Upcoming Projects
- Aim Implementation Results and Upcoming Activities
 - In the Office of the Chief Information Officer
 - In the Office of Nuclear Regulatory Research
- Next Steps

Commission Q & A

40 mins.

Discussion – Wrap-up

5 mins.

Sheryl Burrows, President of the National Treasury Employees Union, will be invited to sit in the well. The Chairman will ask for union remarks, as permitted, under the formal meeting provision of the Collective Bargaining Agreement.

*For presentation only and does not include time for Commission Q & A's.