



**UNITED STATES  
NUCLEAR REGULATORY COMMISSION**  
WASHINGTON, D.C. 20555-0001

**OFFICE OF THE  
INSPECTOR GENERAL**

April 26, 2017

**MEMORANDUM TO:** Victor M. McCree  
Executive Director for Operations

**FROM:** Dr. Brett M. Baker */RA/*  
Assistant Inspector General for Audits

**SUBJECT:** STATUS OF RECOMMENDATIONS: AUDIT OF NRC'S  
MANAGEMENT OF CHANGE (OIG-15-A-19)

**REFERENCE:** CHIEF HUMAN CAPITAL OFFICER, MEMORANDUM  
DATED APRIL 11, 2017

Attached is the OIG's analysis and status of recommendations as discussed in the agency's response dated April 11, 2017. Based on this response, recommendation 3 is now closed. Recommendations 1 and 2 were previously closed. Consequently, all recommendations from this audit are now closed.

If you have questions or concerns, please call me at (301) 415-5915 or Paul Rades, Team Leader, at (301) 415-6228.

Attachment: As stated

cc: R. Lewis, OEDO  
H. Rasouli, OEDO  
J. Jolicoeur, OEDO  
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## Audit Report

### AUDIT OF NRC'S MANAGEMENT OF CHANGE

OIG-15-A-19

#### Status of Recommendations

Recommendation 3: Provide training and/or training resources to management and staff that is geared specifically to implementing the completed framework.

#### Agency Response

Dated April 11, 2017:

OCHCO has developed a self-paced, online course that was made available to managers and supervisors, providing information on instrumental ways to manage change. The course provides guidance to managers and supervisors on how to communicate, disseminate, and ultimately use the agency-endorsed Change Management Framework to support change efforts. The course contains an overview and four modules. The concepts and elements that make up the key principles of change management are discussed, as well as how to manage employee individual reactions to change. The course is now available to supervisors in iLearn. OCHCO has also identified eBooks, articles, videos, webinars, and other learning resources that supervisors and staff can currently access as a means to developing effective strategies for managing change. These resources are currently located on the Change Management SharePoint Portal.

Date of completion: March 31, 2017

Point of Contact: Patrice Reid, OCHCO

#### OIG Analysis:

OIG has reviewed the training resources described above and verified that they meet the intent of this recommendation. This recommendation is now closed.

#### Status:

Closed.