



Briefing on Project Aim

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Executive Director for Operations

Maureen Wylie

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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 (ISOCCER)
- 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