

# Kelly's Corner

May 17, 2013



## ORO Intranet Upgrade

For the past several months, our IT department has worked to upgrade the ORO Intranet. The current site uses SharePoint 2007, but the new version upgrades our system to SharePoint 2010, which contains many new tools, features, and capabilities to help aid your daily interactions and responsibilities. We anticipate the transition to occur next week.

Please be aware that the ORO Intranet will have a different look and navigation when IT transitions to the

newer version next week; however, all of the tools and links you depend on will remain. Currently, our site uses significant custom coding. Unfortunately, that coding complicates upgrades to newer systems.

To follow DOE regulations and improve the process for future upgrades, we are not using any special coding for the new version. Consequently, this change does not allow us to retain the original design we currently use. We hope to make this process as seamless as possible.

## Corrective Action Plan

We made our first monthly status report to the DDFO this morning, and everything went well. ORO has 26 total actions, either as a sole responsibility or in a supporting role. We are the lead organization for completing 14 of the actions, and we are supporting SC-2, OSO, and EM-OR for the other 12 actions. We are well on our way to completing these actions. We've already completed several, but others are more long-term in nature.

We will provide evidence of our completion in accordance with the due dates cited in the CAP and await validation from the DDFO or his designee. We also set up tracking for each action in the E-Pegasus system,

which the DDFO and evaluators can access. In addition, we have an agreement in place with OSO on how we will operate in the future. ORO and OSO's status reporting is a joint briefing and we will demonstrate our ability to work cooperatively toward the same objectives at Building 3019.

I would like to thank everyone for their efforts thus far and encourage everyone to continue the transition of our roles and responsibilities. Remember these actions, while related to the security posture of Building 3019, can be used across Oak Ridge as we continue on our journey of continuous improvement and excellence.

## Oak Ridge Office History

During the EM Celebration of Success event earlier this month, the EM program presented a video that included interviews with three previous Oak Ridge Office managers—Joe LaGrone, Jim Hall and Gerald Boyd. In their interviews, they discuss events and decisions during their tenure, and they chronicle 30 years of cleanup operations in Oak Ridge. The video provides an excellent historical glimpse of the EM program, and the leadership and vision of the Oak Ridge Office. It also serves as a reminder of the possibilities when our

organization works together to pursue a vision.

The video is posted on the [DOE-Oak Ridge YouTube](#) channel. I encourage everyone to view the video and proudly watch the role many of you, and those before us, played to achieve these successes and instill a reputation of leadership for Oak Ridge. This video will give newer employees insight into the role and importance Oak Ridge played in the history of DOE.



## Federal Building Update

Yesterday, I met with four individuals from GSA to discuss my concerns with the status of the Federal Building. Following a very frank discussion with me, AMA's Facilities Management team spent over an hour showing the group specifically what we were concerned about, on site at the Federal Building. At the end of the tour, I again met with the team. We still have differing views over the thoroughness of the work done by GSA's abatement contractor in areas above the ceiling tiles throughout the building. We continue to be very clear with GSA as it relates to our position and our expectations. I expect that a path forward can be reached in the coming days. I will keep you informed as developments occur.



## 2013 Federal Employee Viewpoint Survey | April 23–May 31

On April 23, the Office of Personnel Management (OPM) initiated the 2013 Federal Employee Viewpoint Survey (FEVS). All federal employees in the Department received an e-mail message with a link to take the survey. As of May 14, the total response rate for the DOE was 33.3 percent, down from 2012's 47 percent response rate (46% government-wide). The Department hopes to have an even higher final response rate this year because the results are used to develop strategies for needed improvements.

Only your honest, forthright responses to the 2013 FEVS can help the Department continually improve as an agency. Therefore, you are strongly encouraged to respond to the survey. Your responses are voluntary and will be kept confidential. OPM will analyze responses and provide both departmental and government-wide reports of survey results.

Based on 2011 and 2012 FEVS results, Secretary Chu launched the effort to Improve the Performance Based Culture of the Department, focusing on three key areas—leadership, teamwork, and diversity. At the

Department level, a training framework was developed for new supervisors, experienced managers and executives, and non-supervisory employees to improve our performance-based culture. This emphasized the importance of mandatory new supervisor training and continual management and leadership training. The frequency of performance feedback sessions during a performance cycle was increased and the Department also formed the Diversity and Inclusion Council.

At a more local level, organizational elements were tasked to develop appropriate action plans to address areas of weakness. For example, six headquarters' offices embarked on a pilot initiative with the Partnership for Public Service to help develop strategies to increase employee engagement and management accountability. As a result of all of survey-driven initiatives, there was improvement in FEVS results from 2011 to 2012 in the areas of leadership, teamwork and diversity, but there is still have more work to do.

This process provides another avenue to have your views heard.

*"Perfection is not attainable, but if we chase perfection we can catch excellence"*

~Vince Lombardi Jr.