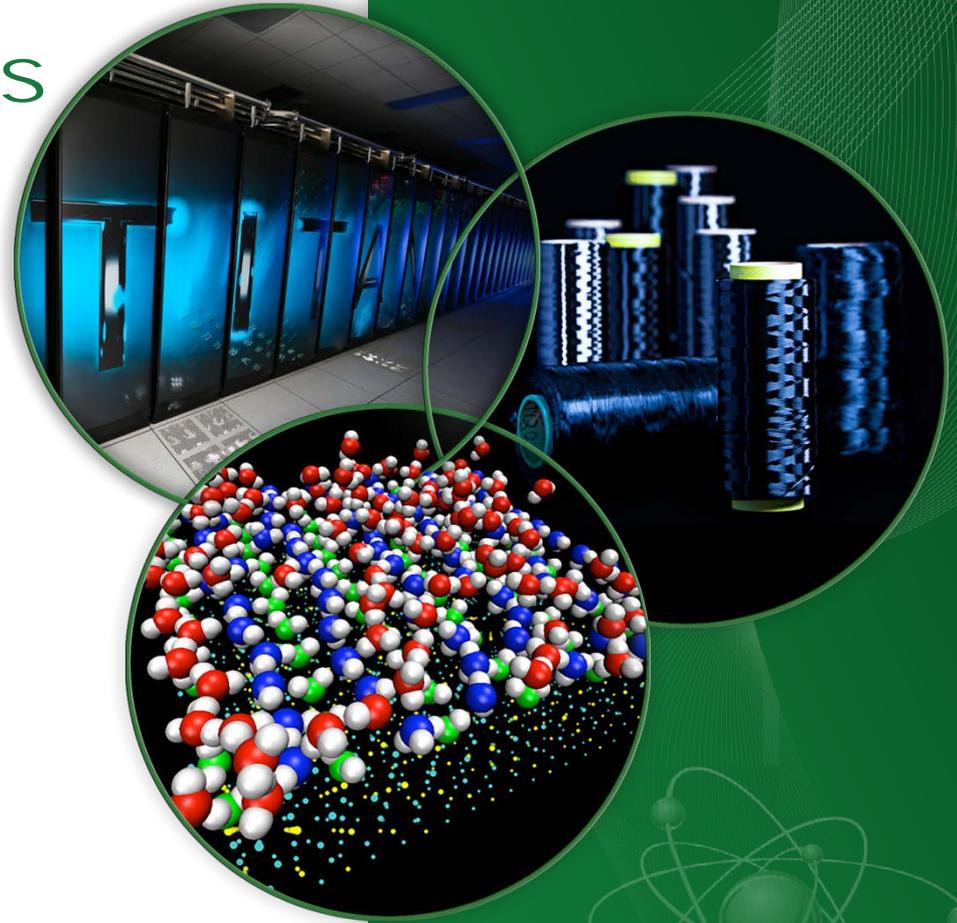


DDR Committee Goals and Supporting Activities

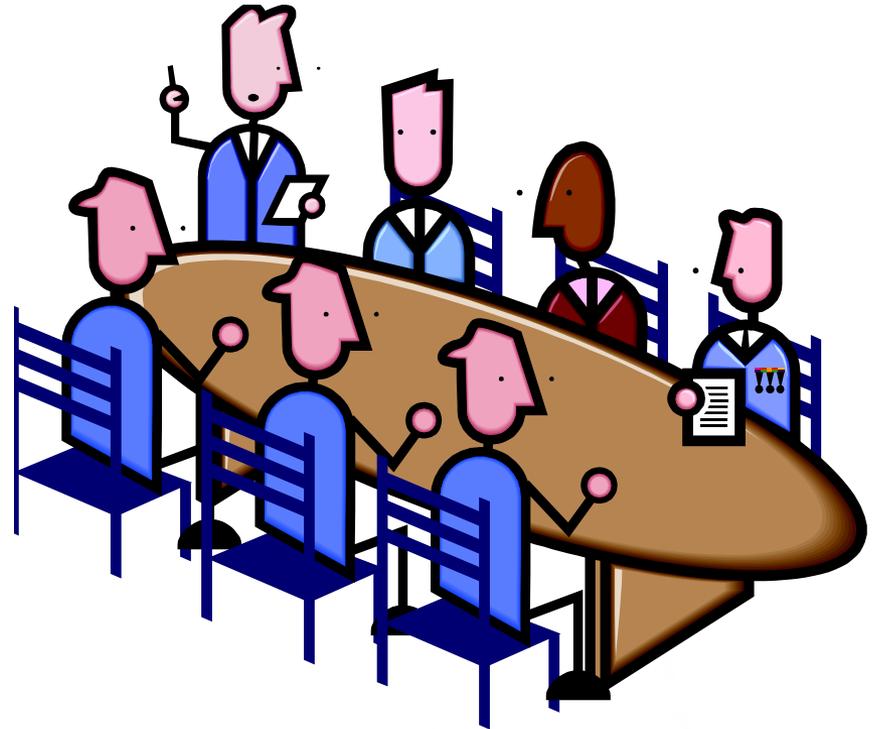
August 7, 2014

DDR Steering
Committee



Goal of Division Directors Roundtable

- Networking: Getting to know each other and what we do
- Communication: Increase communication with peers as well as upper management
- Problem-solving: Identify problems and collaborate with each other and management for resolution



ESD – Langholtz

- Networking

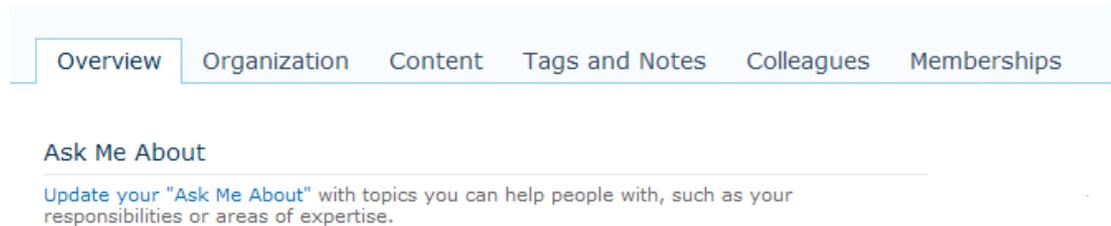
- Tour SPRUCE
- Tour Water Lab
- Learn MySite

- Networking; Communication

- Social Interaction, e.g. lunch or at the farm
- Posters, speed networking, or quick presentation

- Problem Solving

- Develop process to troubleshoot roadblocks



EESRD – Santos-Villalobos/Schwengels

- Networking
 - Subcommittee to identify LDRD
 - Put together a subcommittee that is charged with identifying LDRD proposal concepts and ideas that use at least one skill set or unique facility from each of the divisions
 - SEED proposal review
 - Solicit volunteers to commit to reviewing and commenting on no more than two SEED proposals per year from one of the other divisions in our directorate.
 - Family friendly social events
 - Tour Research Labs (funds to cover hosts time?)
- Communication
 - Seminars/talks by Division leaders and Program Manager
 - Seminar on project management
- Problem Solving
 - Mechanism to help small groups or individuals to keep their equipment in running condition when they run out of funds
 - ORNL Researchbook (Facebook?)
 - Professional grant writers



BSD – Kalluri

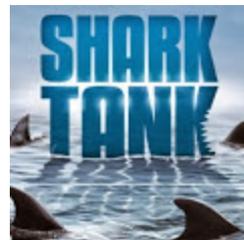
- Networking

- Speed networking and one-slide, 10 minute summary format



- Communication/Collaboration

- Need for an event facilitating dialogue with top management on a science level or work-related matter
- Shark tank
 - More frequent than one per year would increase ideas and recognize them more often



EESD Operations Support – Stump

- Networking
 - Add the MDF & CFTF to the tour list
 - A single slide presentation on what you do at ORNL at a future DDR event
- Problem Solving
 - Organize informal training sessions by the Ops Support Team or other ORNL SME's for systems the research staff has problems with or questions about (i.e. RHACS, HMMIS, Procurement, TPO Service Subcontracts, etc.)
- Communication/Collaboration/Problem Solving
 - I would like for the early career research staff to tell us from an operations standpoint what processes/systems could be changed to better facilitate getting work done

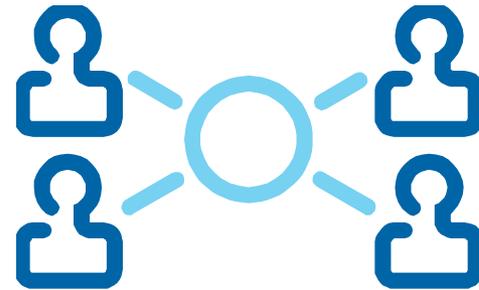
ETSD – BP Shanken



- Problem Solving
 - Training
 - Succession Planning
 - Technical Contacts



- Networking
 - Speed Networking



- Communication
 - Create a “true” open door policy
 - Tours

ETSD – R&D New

- Networking

- Brown bag lunch
- Lunch roulette
- Collaboration stories
- Photo guessing game
- Lab tours



- Communication

- Suggestion box (steering committee, then directors)
- Automated “fire station” for reporting/voting on common problems
- Forum



- Problem Solving

- Email analytics
- Funding Proposal Tracking System (FPTS)
- Project Status Tracking System (PSTS)
- Partnership process review
- Have/Need System
- Champion Pool



DDR Activity – Brown Bag Lunches

- **What:** Informal 45 min brown bag lunch sessions at cafeteria
- Each session will have a sponsor
- **Sponsor's Role:**
 - Choose a topic
 - Prepare a 1 page flyer outlining the topic
 - Send calendar invitation and flyer (PDF) to the DDR group
 - Arrive early to secure table, greet attendees, kick-off the discussion, assemble any notes for follow-up
- No formal presentation
- Flexible - everyone should arrive and leave to suit their schedule

Time for the DDR to decide next steps

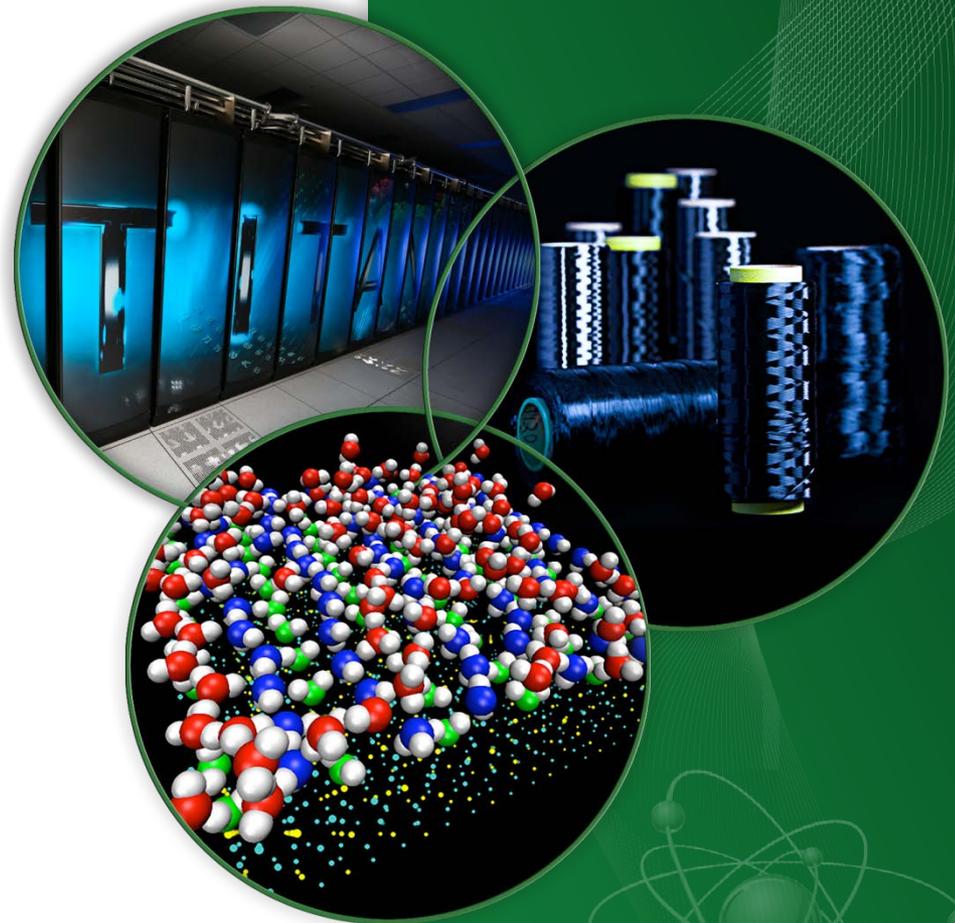
- Momentary events (e.g., speed networking, seminar, etc.)
 - Frequency (Monthly, quarterly, etc.)
 - Duration Preference (1hr, 2hrs, 3hrs, etc.)
 - Pick top meetings
- Ongoing tasks (e.g., email analytics, PSTS, etc.)
 - How many?
 - Pick tasks
- Open Microphone for additional suggestions

Consensus



- Speed Networking
- Lunches
- Lab Tours
- Have/Need System
- Deadlines for Activities

Questions for Martin K.



What are your expectations for the DDR?

How do you define success for the DDR?

Can you convince other ALDs to imitate the DDR idea, so we can have a lab-wide impact (provided we prove success)?

What do you need from us to help you
sell the DDR idea to other ALDs?

How do you hope we benefit from a year
of this volunteer activity?

How do we change the culture at ORNL?

What are your ideas of facilitating easy scientific exchange across Directorate?

What are some of the changes you propose?

What is your vision for/ from a more integrated, engaged younger staff?

What is your definition of a program manager?

There is some confusion between the definition of a program manager vs a project manager.

What should researchers expect from a program manager (availability, as a resource, etc.?)

Who are the program managers?

How can we make them aware of our skills?

How can we be aware of their needs?

How do we provide more professional writers?

What is your perspective on high overhead rates?

Why do we all have the same overhead
if some facilities cost more to
maintain?

Do you believe our overhead rates
decrease our ability to be competitive.
Why or why not?

Can we have funded time (10%-20%) for innovation?

What deliverables can we produce for you to prove productive use of this time?

How do we cultivate more of a teamwork environment?

What do you think is the most important impact on ORNL that we could make as a team?

How do you envision changes in
Washington affecting our mission in
EESD?

ORNL is a very old organization and it carries many outdated management practices. How can we challenge those practices and increase the flexibility of the organization?

Risk averse, rather than evaluating risk
and making a good business decision
we must not proceed because it might
create problems

Protocol communications, while you have told us many times that your door is open and we may come to discuss items of concern, this is not the case for the larger ORNL organization.

Your town hall meetings have been a terrific means to let us all know what is happening, more communication is needed within the organizations beneath you

We build silos within the organization
when teaming behaviors are more
appropriate.

How do we get more teaming and less
silos?

What benchmarking has been done to look at the latest and best in class organizations performing leading edge research and the management techniques and leadership that they use?