

Operations All-Hands Meeting



Glenn D. Kubiak

October 6, 2016

Pre-Meeting Safety Check



Our address:

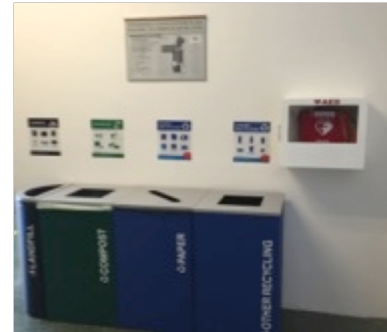
- B50 Auditorium,
(Seaborg Road)
- LBNL - One
Cyclotron Road,
Berkeley, CA 94720

Our evacuation/assembly point:

- H1 Parking lot

The nearest AED:

- Around the corner
to the left as you
exit the auditorium



Volunteers:

- Who is CPR certified and willing to perform?
- Who will call 911?
- Who will lead the evacuation?
- Who will meet the emergency vehicles?
- Who will sweep the room?

Welcome New Employees!



Division	Name	Job Title
CFO	Ashorobi,Abiola Toni	Subcontracts Administrator
CFO	Kalus,Steven	Business/Systems Analyst 4
CFO	Limaco,Bettina	Pr Resource Analyst
CFO	Rodrigues,Ronald Stephen	Pr Subcontracts Administrator
CFO	Sari,Alina	Sr Resource Analyst
CFO	Lagatuz,Catherine	Payroll Assistant III
CFO	Grausz,Martha Gamarano	Subcontracts Administrator
CFO	Espinosa,Michael E	Administrator
CFO	Smith,Christopher A.	Finance Mgr II, Resource
CFO	Carpenello,Brenda	Sr Resource Analyst
CFO	Ali,Hanna	Student Assistant
CFO	Supra,Rajiv	Student Assistant
CFO	Harrig,Lisa A	Payroll Specialist
CFO	Smith,Brendon Milne	Sr Resource Analyst
CFO	Shay-Stewart,Cheri	Resource Analyst
EH&S	Sutherland,Nancy Linn	Writer/Editor 2
EH&S	Neuhaus,Alexander	UC GSRA
EH&S	Nichols,Thomas J.	Health Physicist 1
EH&S	Zahourek,Carlee J	Student Assistant
EH&S	Vereen,Dana Akin	Occupational Health Pr Nurse

Welcome New Employees!



Division	Name	Job Title
EH&S	Sutton,Haley	Student Assistant
EH&S	Wells,Willard H	Sr EH&S Professional
FCLT	Erwin,Jack G	Electrician
FCLT	Combs,Everett Dewey	Electrician
FCLT	Cameron,Benjamin C.	Electrician
FCLT	Harvell,Joseph	Plant Maintenance Tech Princ
FCLT	Harris,James Matthew	Plant Maintenance Tech Princ
FCLT	Mills,Mark	Lighting Technician
FCLT	Mercadal,Balbino Maligro	Lighting Technician
FCLT	Luedtke,Raymond	Plumber/Fitter
FCLT	Gonzalez,Julia M.	Facil Civil/Structural Engr 1
FCLT	Pettway,Jamie	Custodian
FCLT	Tudor,Shaun David	Facil Energy Mgmt Engr 3
FCLT	Morris,Chris	Program Manager 2
FCLT	Wilson,Jamar	Custodian
FCLT	Aranio,Brian Mark	Plumber/Fitter
FCLT	Saalfrank,Daniel Ryan	IBEW Apprenticeship 3
FCLT	Fung,Gwojen Loretta	Project Manager 1
FCLT	Goldberg,Ekaterina Antonovna	Student Assistant
FCLT	Ruiz,Cynthia	Student Assistant

Welcome New Employees!



Division	Name	Job Title
FCLT	Gillanders,Alexander Jesse	Student Assistant
FCLT	Exter,Elizabeth A	Program Manager 2
FCLT	Tecson,Romulo Zamora	Sr Plant/Facil Engr Assoc
HR	Ericson,Leticia	Senior HR Division Partner
HR	Panfalone,Didem G.	HR Division Partner
HR	Boyles,Vance Alan	HR Manager III (Total Rewards)
HR	Yokoyama,Janet K.	Senior HR Division Partner
HR	Kumar,Nisha	Student Assistant
HR	Yilmaz,Defne	Student Assistant
HR	Chung,Rosalin	HR Service Center Asst III
HR	Heim,Diane Mary	Senior HR Division Partner
HR	Kuba,Shada	Senior ELR Consultant
IT	Park,Minos	Student Assistant
IT	Ford,Connor	Student Assistant
IT	Avalos,Wendy	Student Assistant
IT	Frohlich,Arthur	Student Assistant
IT	Colliau Scharfstein,Erin	Administrative Assistant II
IT	Dutra,Eric Allen	Telecomm Network/Data Comm T 3
IT	Wiedlea,Andrew C. K.	Computer Systems Manager 2
IT	Alvarado,Edwin	Telecomm Network/Data Comm T 2

Welcome New Employees!



Division	Name	Job Title
IT	Liberal,Allan	Telecomm Network/Data Comm T 2
IT	Lombardo,Robert P	Telecomm Network/Data Comm T 2
IT	Martin,David James	Computer Systems Engineer 1
IT	Williams,Connor Atkinson	Student Assistant
IT	Furer,Paul	Student Assistant
IT	Saif,Tareq Abdo	Computer Systems Engineer 1
OPD	Kothari,Amit	Program Manager 4
PAff	Kwak,Jim	Web Developer 3
PAff	Chung,Marilyn	Photographic Specialist IV

Operations Strategic Plan to Meet the Needs of the Institution



- **Prioritization needed as R&D funding competition increases**
- **Overall budget for Berkeley Lab remains flat**
- **Challenging workload balance**
- **Stewards of the public trust**

Overarching 10-Year Strategic Goal:



Within 10 years, Berkeley Lab Operations will lead the DOE complex in driving effective solutions for science that balance quality, speed, cost and risk.

Operations Strategic Framework



Overarching 10-Year Strategic Goal:

Within 10 years, Operations will lead the complex in driving effective solutions for science that balance quality, speed, cost and risk.

Strategic Priorities:

Mission Alignment: Align Operational support and resources with research and stewardship priorities and risks.

Partnership: Build a trusted partnership among operations, research and stakeholders.

Winning Team: Cultivate, develop, recruit a highly skilled and diverse operations team that provides sustained, outstanding mission support.

Strategic Objectives: What and Why

Partner and Align. Partner with Lab leadership to develop Lab strategic priorities for ops to align resources to priorities.

Steward. Clarify and jointly fulfill research and stewardship responsibilities through reciprocal partnerships with Areas and Divisions to lead and sustain the Lab into the future.

Focus on Outcomes. Work with lab leadership and oversight partners to focus on outcomes, reduce low value contract requirements, and increase shared risk tolerance.

Anticipate to Succeed. Partner early to proactively capture institutional opportunities and manage risks.

Integrate by Design. Deliver seamless, unified operations support to efficiently execute mission.

Partner for service delivery. Analyze and optimize the labwide operations support delivery model to assure effective service delivery.

Cultivate. Create and foster a work environment and Lab culture that is respectful, inclusive and challenges people to reach their full potential.

Develop. Challenge team members to reach their full potential by investing in development programs to strengthen and expand employees skills and abilities to meet current and future needs.

Recruit for success. Attract, hire and promote diverse employees with the following attributes: creative problem solving, results oriented, thrive individually and in teams, take initiative, resilient, mission driven.

Operations Strategic Framework



Strategic Priorities:

Mission Alignment:
Align Operational support and resources with research and stewardship priorities and risks.



Strategic Objectives: What and Why

Partner and Align. Partner with Lab leadership to develop Lab strategic priorities for ops to align resources to priorities.

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Mission Alignment: Current Initiatives



Infrastructure Vision:

- **Flad Architects effort - map long range plan for scientific capabilities at the site.**
- **Space and Infrastructure Governance Board (SIGB) - representing each area to decide on path forward for needs.**
- **ALD Infrastructure Prioritization project – Areas choosing top 3 projects/5 years to prioritize at the ALD retreat November 4.**
- **Biosciences Campus Planning**
- **10 year Deferred Maintenance Plan - MII to 2%**

Operations Strategic Framework



Strategic Priorities:

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Strategic Objectives: What and Why



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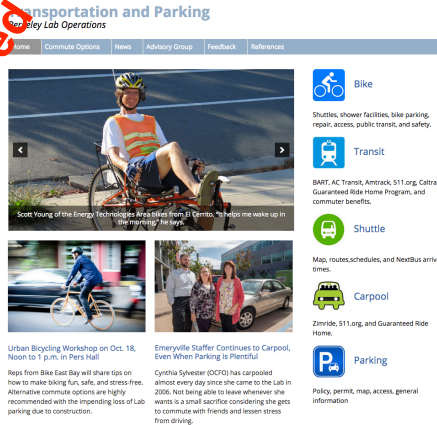


Partner for service delivery. Analyze and optimize the labwide operations support delivery model to assure effective service delivery

Partnership: Current Initiatives



Anticipate to Succeed
Integrate by design
Service Delivery



- **Parking and transportation program:**
 - ✓ **Parking and transportation manager**
 - ✓ **Vehicle Access and Transportation Advisory Group (VAATAG)**

- **Gas bottle ordering**
- **Alarms and building controls**
- **Facility Area Managers**



- **AskUS – One stop shopping for operations services.**

Operations Strategic Framework



Strategic Priorities:

Winning Team:
Cultivate, develop, recruit a highly skilled and diverse operations team that provides sustained, outstanding mission support.

Strategic Objectives: What and Why



Cultivate. Create and foster a work environment and Lab culture that is respectful and inclusive, where individuals feel comfortable sharing their ideas and perspectives in a frank and open manner.



Develop. Challenge team members to reach their full potential by investing in development programs to strengthen and expand employees skills and abilities to meet current and future needs.



Recruit for success. Attract, hire and promote diverse employees with the following attributes: creative problem solving, results oriented, thrive individually and in teams, take initiative, resilient, mission driven.

Winning Team: Current Initiatives



- **Safety Academy For Excellence (SAFE) program - Encompassed HR, EH&S, Facilities, PS**
 - **August 9-10, 2016**
 - **LBL Led - 4 National Laboratories participated**
 - **20 supervisors 4 mid-level managers (8 supervisor and 1 manager from LBL)**

Questions, Comments?



THANK YOU!