Engaging the Future Workforce

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The farther back you can look,
the farther forward you are likely to see.

Winston Churchill
Controversy Over a Kissing Newswe

SPA WOMA
Sally Ride Prepares To Make History Shuttle Mission NASA's Latest
EXPLORATION
IT’S WHAT WE DO
We reach for new heights and reveal the unknown for the benefit of humankind.

We are – and always have been – about innovation, collaboration and exploration. Our talented and dedicated people make it possible.
THE FUTURE
Work – who, what, how and where – is disrupted.

PEOPLE
Shifting Employee Expectations
Changing Demographics

MISSION
New / Increasing Competition
Organizational Agility
Disappearing Boundaries

TECH / DATA
Rise of Algorithms, Analytics, Artificial Intelligence & Automation

PLACE
Increasing Mobility
Virtual Work
The Employee Experience

Identify and address your gaps.

NEW EMPLOYEES
500 annually ripe for development

EXECs
567

SUPERVISORS
3,500

NON-SUPERVISORS
12,000

New Employee PASSPORT
National Aeronautics and Space Administration
And a glimpse inside the secret sauce.

New Employee Timeline

- T-30 days
- Week 1
- Month 6
- Year 1
- Year 2

Passport & Website

Experiences & Projects

Rotations

Giving Back

CELEBRATING YOU

Welcome to the NASA Family! You have become one of the few members of an agency that impacts the world on a daily basis with its breakthrough innovations (https://spino.nasa.gov). Now you are part of our legacy of making the unknown known.

You!

Dorothy Vaughan
Neil Armstrong
Mary Jackson
Gene Shoemaker
Nancy Roman

YOU ARE THE FUTURE OF NASA’S CULTURE

Innovation. Collaboration. Pizza. These are all top priority here at NASA. Pushing ourselves to innovate and collaborate is key to creating the type of culture that is critical to our success. Culture is a product of our way of thinking and behaving. Take a moment to get a slice of pepperoni. Got it?

Immerse yourself in this scenario: You are a passenger in a behemoth of an airplane that is touching down on the tarmac at the end of a long flight. The tires squeal and you’re held back by your seat belt as the airplane barrels down the runway to a heaving stop. As the plane taxis to the gate, you get ready to deplane. You’re here with your team and need to work urgently on a problem at hand. The first step is to deplane your team as quickly as possible. You start thinking through what is necessary: How do you coordinate effectively with your team? How do you solve this problem efficiently? How do you report to your higher-ups on your progress?

Imagine a scenario in depth; create your own story and fill in the details. Then, answer these questions as if you were in the story you’ve created.

- What did your team look like? Who comprises your team?
- What did you deplane? What did you do once the seatbelt sign was turned off?
- How did you deplane? What did you do once the seatbelt sign was turned off?
- How did you coordinate effectively with your team?
- How do you solve this problem efficiently?
- How do you report to your higher-ups on your progress?
Leave a legacy.

NASA recognizes the senior experience is about giving back.

Opportunities are designed for retirees to give back through Emeritus & Legacy Programs or Phased Retirement options.

- 200+ participants
- 2 months – 3 years
LEADERSHIP
Developing the next generation that loves to lead.

Positive environments ensure competencies have the desired outcome.

What if we focus on the impact of leaders in creating positive, engaging & innovative environments?

...exciting, engaging or inspiring.
...pleasant, comfortable or interesting.
...frustrating, disengaging or isolating.

Competencies provide us frameworks.
THE WAY OF THE NASA SUPER VISOR
Show yours.
COMMERCIAL CREW & CARGO
THE NEXT GENERATION OF HUMAN TRANSPORT
GLOBE Observer.
A NASA developed app.
Explorer approved.
TALENT ESSENTIALS
- Work/Life Balance
- Autonomy
- Adaptability
- Constant Learning
- Collaboration
- Impact
- Vision

FUTURE OF WORK
DESIGN SESSION
The Month Human Capital Went to MARS
Make Anywhere a Remote Site
Mobility. Anywhere.

**MARS more.**

Increase focus

Improve work/life balance

Save time, save money & reduce stress

Be sure to establish working norms and
Prepare your teams, your tools and **yourself**.
Risk intolerance is a guarantee of failure to accomplish anything of significance.

— Administrator Charles Bolden
Redefine.  
Nurture.  
Reward.  

NASA Innovation Index Trend

AGENCY INNOVATION MISSION (AIM) DAY
11.01.2016
COMMUNICATIONS THAT CONNECT
CONNECTION & ENGAGEMENT means everyone
THANK YOU