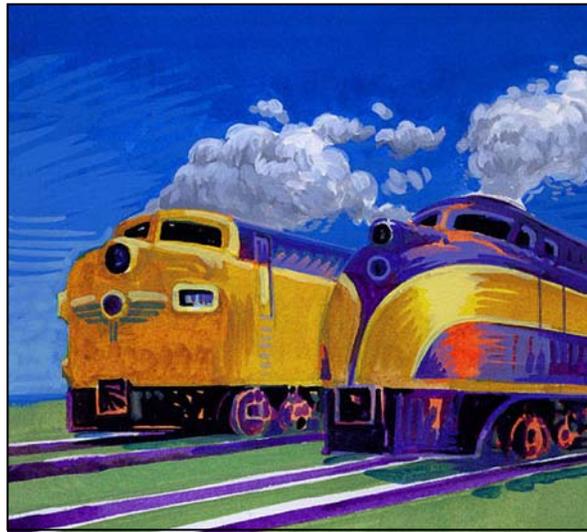


# *Surviving the Study* or “How to Keep the Trains Running”

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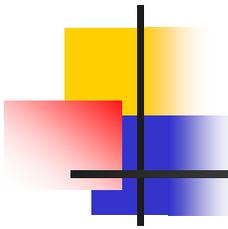
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**Laurie S. Morman**

Director, Budget and Resource Management Group

Office of Administration

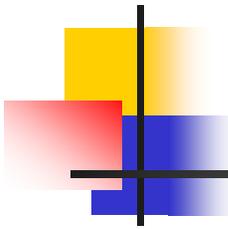
U.S. Department of Energy



# Prepare the Workforce

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- Meet with managers, affected employees, unions
- Commit to regular communications/updates
- Be empathetic
- Articulate the “why’s” of the study
- (PMA/best value)



# Manage the Study

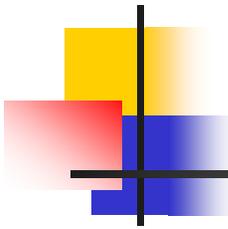
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- Use senior leadership to champion study
- Keep the timeline as short as possible
- Involve employees to the extent possible
- Involve unions to the extent possible
- When study concludes, share results as appropriate
- Assist those who are disaffected
- Keep aware for danger signs (EAP)

# Communicate Throughout the Process

- Newsletter
- Website
- Town hall meetings
- Brown bag lunches
- Walk Arounds...be visible





# Manage the Attrition

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- Temporary employees
- Contract workforce
- Limited appointments
- Maintain balance of competitive area
- Monitor customer service delivery