

IMPROVING THE LIVES OF LEVEL 1 MANAGERS

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May 17, 2016

We are essential to Sandia's success

Level 1 managers are the bridge between leadership and employees—we translate Sandia's strategic vision into actions

- The “do-ers” of the management team
- Set the direction of the line, making sure their teams are fully aware of what they need to do, how they need to do it, and why it needs to be done
- Drive the products and results that lead to success
- The face of Sandia to the staff

Valuing our time

- LLT recognizes there is a problem, and has prioritized finding solutions as a milestone in the Strategic Plan

M3.5.1: Identify and implement **two** to three areas for improvement that will simplify department managers' work environment.

- There have been many studies. We are just going to work it!



#1: Death by a thousand cuts

- Improvements must be made in all four interconnected quadrants
- Progress to date:
 - Where do you need a bandaid? Over 60 in our list so far!
 - Some examples of progress
 - 1000cuts@sandia.gov



Support Ecosystem

#2: Driving empowerment and trust through communications

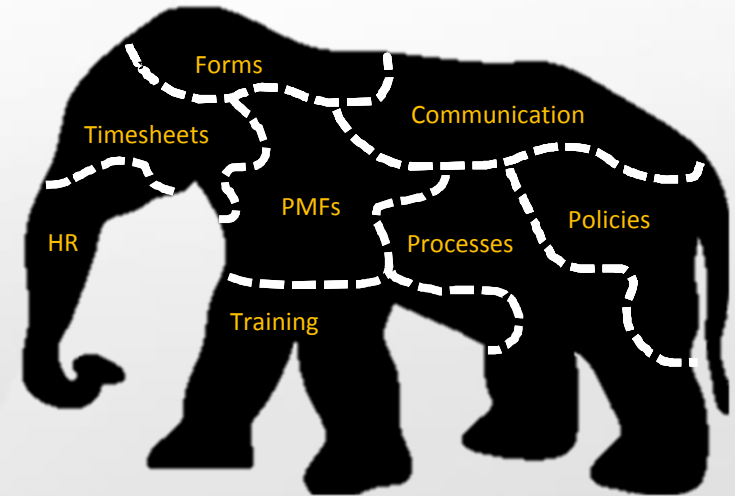
- Follow the communication plan (why-what-how)
- Establish sustainable management communications channels
 - Info portal on new Techweb management landing page
 - Management plug
 - Direct LLT communication to all management
 - Flow down notes
- Early L1 input on policy redesign



How we can help ourselves

As members of management, if we see inefficiencies or bottlenecks, we can take ownership of the problems and find solutions

HOW DO YOU EAT AN
ELEPHANT? | **ONE BITE**
AT A TIME



1000cuts@sandia.gov

We all have an active role to play

I PLEDGE

TO
VALUE
MANAGEMENT'S ROLE

TO
TAKE ACTION AND OWNERSHIP
FOR EFFECTIVE USE OF ~~MY~~ OUR TIME

TO
SIMPLIFY

TO
COMMUNICATE
THE WHY, HOW, AND WHAT

[The] cumulative effect
of small pushes in a
consistent direction
[is lasting change].

- Jim Collins

*Quality New Mexico Learning Summit
Keynote Address, April 12, 2016*