



PRSA EMPLOYEE COMMUNICATION SECTION CONNECT22 CONFERENCE

LEARNING INTO LEADERSHIP



Partnering to Inspire

A Safety Executive's
Communications Strategy

A Safety Executive's Communications Strategy



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*Environment, Safety &
Health*

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Internal & Executive Communications

PRSA

LEARNING OBJECTIVES



1. Recognize how collaboration between senior leaders and communications professionals can lead to measurable results in a company's performance goals.
2. Apply strategic planning principles to develop communications campaigns that inform, inspire and involve a workforce to improve its safety culture.
3. Determine what communications tactics might be implemented to benefit your company's goals for safety, as well as employee engagement.

NATIONAL SECURITY IS OUR BUSINESS



For more than 70 years, Sandia has delivered essential science and technology to address the nation's most challenging security issues

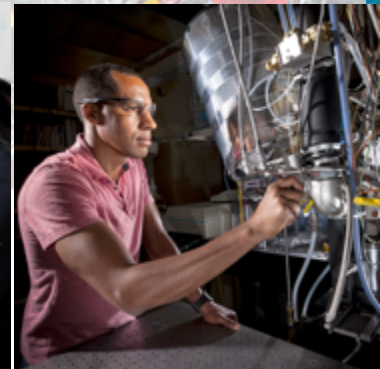
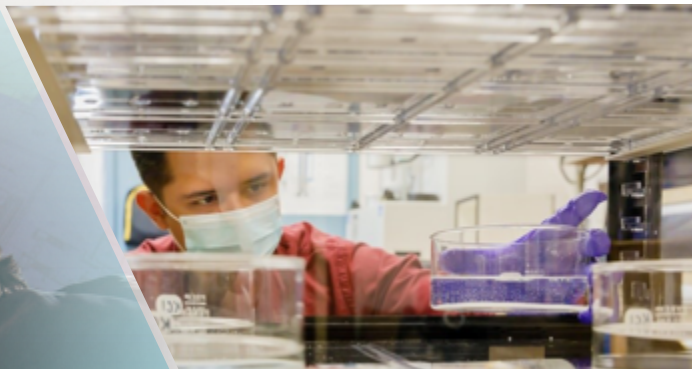


PURPOSE

Render exceptional service in the national interest

VISION

On behalf of our nation, we anticipate and solve the most challenging problems that threaten security in the 21st century



OUR MULTIMISSION ROLE OVER THE DECADES



1950s

NUCLEAR
WEAPONS
ENGINEERING
AND TESTING



Arms race

1960s

NW
STOCKPILE
DIVERSITY AND
BUILD-UP



Cuban missile
crisis & Vietnam
War

1970s

NW + ENERGY:
MULTIPROGRAM
LABORATORY



Energy crisis

1980s

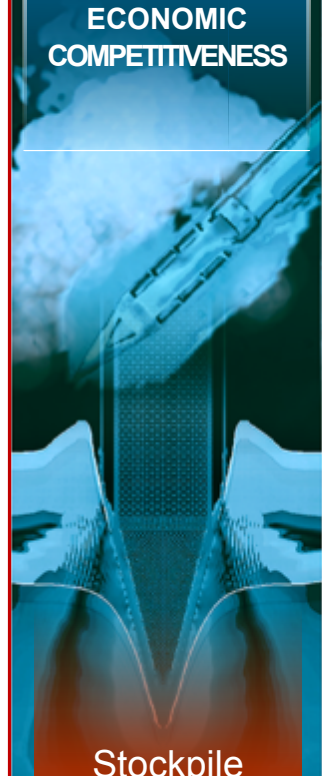
DOE
MULTIPROGRAM
+ MISSILE
DEFENSE
AND OTHER
DoD WORK



End of
Cold War

1990s

DOE
MULTIPROGRAM
+ DoD,
ECONOMIC
COMPETITIVENESS



Stockpile
stewardship

2000s

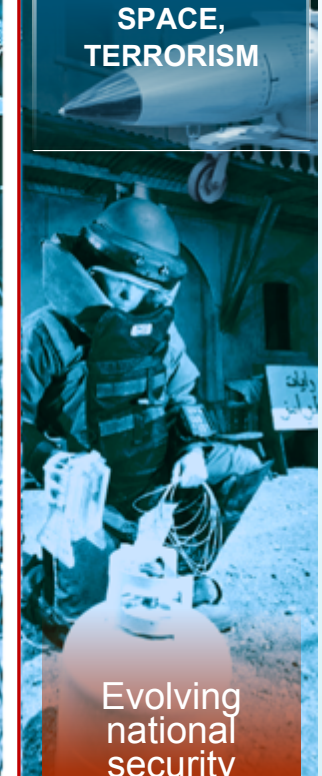
EXPANDED
NATIONAL
SECURITY ROLE
POST 9/11



Broader
national
security

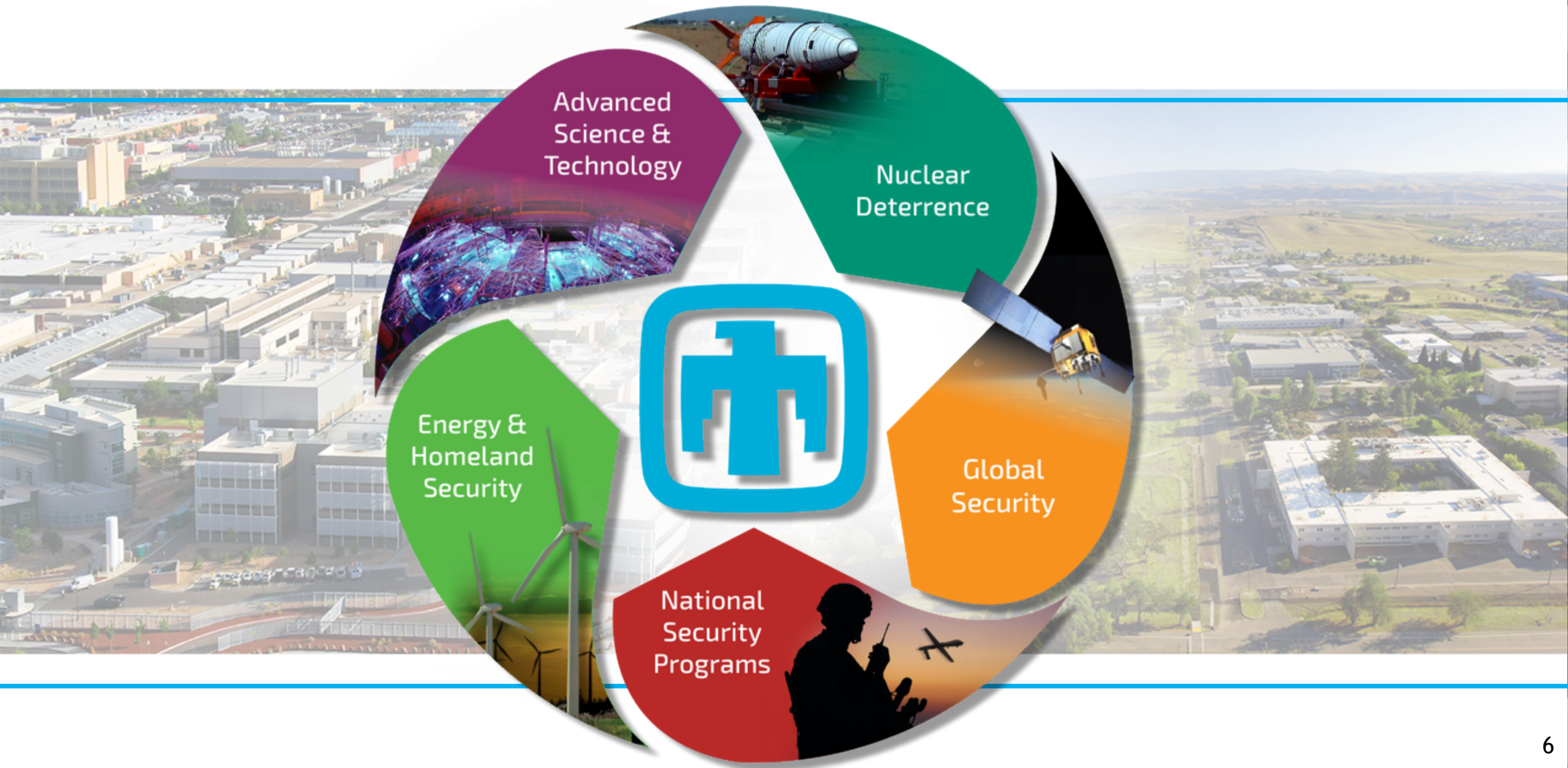
Today

MULTIMISSION
LAB: LEPs
CYBER, BIO,
SPACE,
TERRORISM



Evolving
national
security
challenges

SANDIA HAS FIVE MAJOR PROGRAM PORTFOLIOS



17 DOE National Labs



- Tackling the critical scientific challenges of our time.
- Addressing large scale, complex research and development challenges with a multidisciplinary approach that places an emphasis on translating basic science to innovation.



SANDIA SITES ACROSS THE NATION

14,700 member workforce



OTHER LOCATIONS

- Alaska
- Hawaii
- Minnesota
- Nevada
- Texas
- Washington, DC

MAIN SITES

- Albuquerque, New Mexico
- Livermore, California





PARTNERSHIP BUILDING



SANDIA'S COMMUNICATIONS MATRIX

Embedded, dedicated resources
to work alongside your team to
support ongoing needs

Corporate Communications Specialists

Media Relations Specialists

Social Media
Specialists

Program
Communications
Specialists

Executive
Communications
Specialists

Technical Writers

Corporate Photojournalists

Interactive /Web Designers

Video Producers

Designers/Illustrators

Print Specialists

Creative
Services
Photographers

Information
Management
Specialists



Sandia National Laboratories

TRUSTED ADVISORS

It's part of the job description

- Plan, prepare, and maintain program-specific communications for targeted internal and external audiences to **enhance the program's reputation**.
- Provide **communication counsel** to strengthen the messaging impact.
- **Collaborate** with other programs to improve the quality and effectiveness of communications.
- Lead initiatives that include **measuring communication effectiveness**, strategic communication planning, campaign management, and event/workforce meeting planning.





Sandia
National
Laboratories

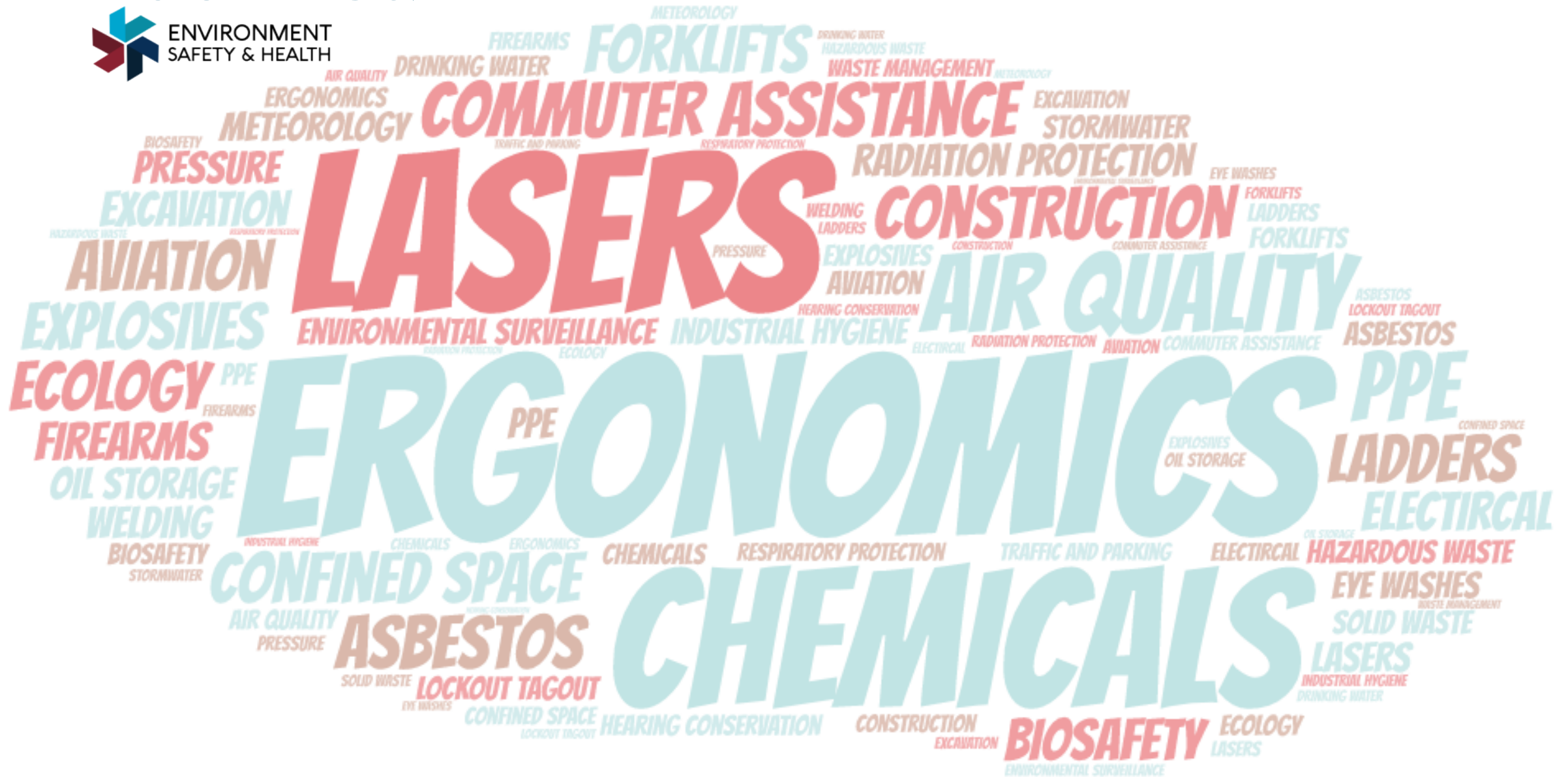
TRUSTED ADVISOR

Why do you think it's important to involve communications in leadership meetings and strategy development?

PRSA

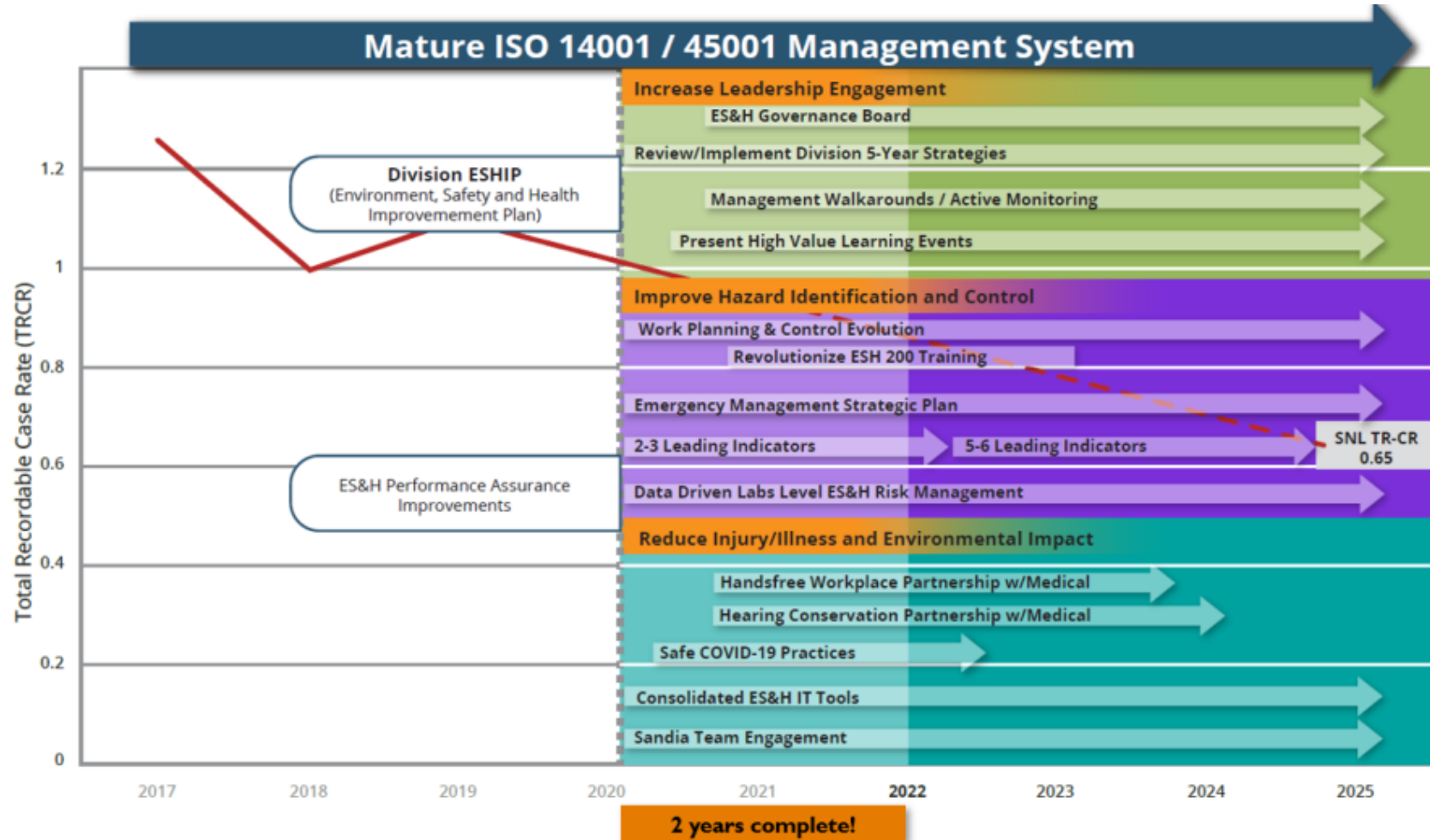
Employee Communications

+



WHAT'S IN AN ES&H STRATEGY

A Path to Excellence



All leaders at all levels take action consistently to continuously improve ES&H performance at Sandia

Consistently identify and control hazards as part of work planning to ensure a safe work environment

An ES&H culture where employees believe their actions make a difference

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The screenshot shows a virtual meeting interface. At the top, the title is "ES&H All-Hands Meeting this Thursday". Below the title, there's a header bar with a profile picture of "Yu-W. Johnson" and a list of participants: "ES&H-000001", "ES&H-000002", "ES&H-000003", "ES&H-000004", "ES&H-000005", "ES&H-000006", "ES&H-000007", "ES&H-000008", "ES&H-000009", "ES&H-000010", "ES&H-000011", "ES&H-000012", "ES&H-000013", "ES&H-000014", "ES&H-000015", "ES&H-000016", "ES&H-000017", "ES&H-000018", "ES&H-000019", "ES&H-000020", "ES&H-000021", "ES&H-000022", "ES&H-000023", "ES&H-000024", "ES&H-000025", "ES&H-000026", "ES&H-000027", "ES&H-000028", "ES&H-000029", "ES&H-000030", "ES&H-000031", "ES&H-000032", "ES&H-000033", "ES&H-000034", "ES&H-000035", "ES&H-000036", "ES&H-000037", "ES&H-000038", "ES&H-000039", "ES&H-000040", "ES&H-000041", "ES&H-000042", "ES&H-000043", "ES&H-000044", "ES&H-000045", "ES&H-000046", "ES&H-000047", "ES&H-000048", "ES&H-000049", "ES&H-000050", "ES&H-000051", "ES&H-000052", "ES&H-000053", "ES&H-000054", "ES&H-000055", "ES&H-000056", "ES&H-000057", "ES&H-000058", "ES&H-000059", "ES&H-000060", "ES&H-000061", "ES&H-000062", "ES&H-000063", "ES&H-000064", "ES&H-000065", "ES&H-000066", "ES&H-000067", "ES&H-000068", "ES&H-000069", "ES&H-000070", "ES&H-000071", "ES&H-000072", "ES&H-000073", "ES&H-000074", "ES&H-000075", "ES&H-000076", "ES&H-000077", "ES&H-000078", "ES&H-000079", "ES&H-000080", "ES&H-000081", "ES&H-000082", "ES&H-000083", "ES&H-000084", "ES&H-000085", "ES&H-000086", "ES&H-000087", "ES&H-000088", "ES&H-000089", "ES&H-000090", "ES&H-000091", "ES&H-000092", "ES&H-000093", "ES&H-000094", "ES&H-000095", "ES&H-000096", "ES&H-000097", "ES&H-000098", "ES&H-000099", "ES&H-000100".

The main content area shows a blurred video feed of a person. To the right, there's a sidebar with a "Meeting chat" section. The chat messages are as follows:

- Yu-W. Johnson: I will be great to bring everyone together again for our virtual ES&H All-Hands Meeting on Thursday, April 29 at 9:30 a.m. The purpose of this meeting will be primarily to review the accomplishments we have made this first half of our FY21.
- ES&H-000001: The ES&H & Flow Strategy continues to be the compass of our activities and objectives. I look forward to sharing our how we have advanced the plan so far.
- ES&H-000002: In addition to our vision of our goals, you will also hear more about a few other key initiatives:
 - Next steps in our ES&H Roadmap
 - How to get involved in our ES&H Membership Program
 - Inclusion & Diversity activities offered by the Executive Support Division
- ES&H-000003: And, opportunities to recognize your colleagues across the Labs for ES&H behaviors.
- ES&H-000004: There are a few other activities in store that I hope you will enjoy. We appreciate your participation in this virtual gathering on Thursday.
- ES&H-000005: We thank you for your participation today.

OUR PURPOSE



ENVIRONMENT
SAFETY & HEALTH

***We are integrated ES&H technical experts
solving national and global challenges.***



Sandia
National
Laboratories

SAFETY LEADERSHIP & CULTURE

What is the Chief of Safety's role?

PRSA

Employee Communications



Inform
Involve
Inspire



ES&H COMMUNICATIONS: BOTTOMLINE UP FRONT



To effectively support ES&H strategy and objectives, messaging and communication approaches should ensure:

Sandia's members of the workforce receive communications that help them understand

and perform work in alignment with ES&H objectives and principles.

SMART GOALS

1. **Provide consistent and concise messaging** that *inspires* the workforce and demonstrates the ES&H purpose, principles, and goals of the 5-year strategy.
2. **Outline timeline and tactics to engage the Labswide workforce and key stakeholders** to *keep them informed* of ES&H requirements, expectations and changes.
3. **Identify existing and new communication channels** to *involve* the workforce and increase leadership and employee engagement.
4. **Identify feedback mechanisms** to ensure workforce performance / input informs the ES&H strategy is being effectively communicated and implemented.



MEASURING SUCCESS

What are we trying to accomplish?



Communication s/PR Process:

Research

Research into best practices give insight into how target audiences best receive communications.

Plan

Planning ensures that measures/metrics track effectiveness of implementation.

Implement

Evaluate

Involve

ACTIVITIES: Expand opportunities for engagement

- Targeted outreach to key audiences/stakeholders with specific actions
- Presentations, events, info sessions that encourage involvement
- Tier meetings / safety meetings formulated for engagement
- Activities structured to gather

Inform

OUTPUTS: Demonstrate that ES&H topics/issues being communicated

- # Communication Tools
 - News items
 - Posters / Flyers
 - E-mails
 - Websites
- Views / Open Rates
 - Videos
 - Documents

Inspire

OUTCOMES: Increase participation, change behaviors



Increased Participation Rates



Increase Leadership Engagement



Improvements to Hazard ID and Control



Reduced Injury/Illness Rates



Reduce Environmental

5-YEAR IMPLEMENTATION TIMELINE



2020

2021

2022

2023

2024

2025

ES&H COMMUNITY ENGAGEMENT / “INREACH”

5-Year ES&H Strategy Rollout

Division ES&H
Strategies

ES&H Strategy
Status

EMS Goals
Integration

ES&H Strategy Status
Mid-Point Successes

ES&H Strategy
Status

ES&H Strategy
Status

ES&H Strategy
Accomplishments

High-Value Learning Events: *Development + Flow Down*

Lessons Learned: *Partnering for Continuous Improvements*

ESShield Rollout / Training

IT ES&H Roadmap: *Process Improvements*

WP&C Evolution: *Input/Engagement*

WP&C Evolution: *Labswide Outreach Advocates*

INSPIRE: *We are integrated ES&H experts solving national and global challenges* (recognition, retention, recruitment)

INFORM + INVOLVE: Open weekly Tier 3, flow down of Board of Managers/ES&H Governance Board, listening sessions

FEEDBACK >

ES&H Strategy

ESShield

Learning Events Flow Down

WP&C Evolution

ES&H Strategy

WP&C Evolution Communications

LABS LEADERSHIP ENGAGEMENT

ESH Gov Board Formed

ESH Gov Board Communique: *Development + Flow Down*

ESH Gov Board Communique: *Improvements*

High-Value Learning Events
Launched

Incident Data Share
Tier 5

High-Value Learning Events
Tier board integration

High-Value Learning Events
Continuous Improvements

Data Story Telling
Leading/Lagging Indicators

ESH200 Videos Filmed

ESH200 Videos Launched
Division Leadership Communications

Labs Director/ Deputy Labs Directors Messaging
Cadence for outreach/emphasis on ES&H topics

Campaign Toolkits for Leaders:
Electrical Safety, Take 10, Preparedness

Campaign Toolkits for Leaders:
EMS Goals, Traffic/Pedestrian Safety, WP&C Evolution

Campaign Toolkits for Leaders:
ES&H Strategy Successes

INSPIRE + INFORM: *Weekly Safety Minutes + Flow Downs*

FEEDBACK >

ESH Gov Board Flow Down

High-Value Learning Events

Leadership Toolkits

ES&H Strategy

Leadership Communication Approaches

WORKFORCE ENGAGEMENT / OUTREACH

5-Year ES&H Strategy Rollout

Division ES&H Strategies Promo

EM Strategy

ES&H Strategy Status
Mid-Point Successes

ES&H Success Stories

ES&H Strategy
Accomplishments

ES&H Web Improvements (Live Safe)

Improve Virtual/Interactive Tools

ESShield Deployment:
5-Year Outreach Plan Developed > *Improved*

WP&C Evolution:
Stakeholder Engagement / Campaign Development

WP&C Evolution:
Outreach Campaign

Policy Change Comms Revised

Targeted Outreach for Policy Changes/Impacts

ES&H Recognition:
Integrated in Thunderbird Kudos

ES&H Recognition:
Customized ES&H Outreach/Thanks

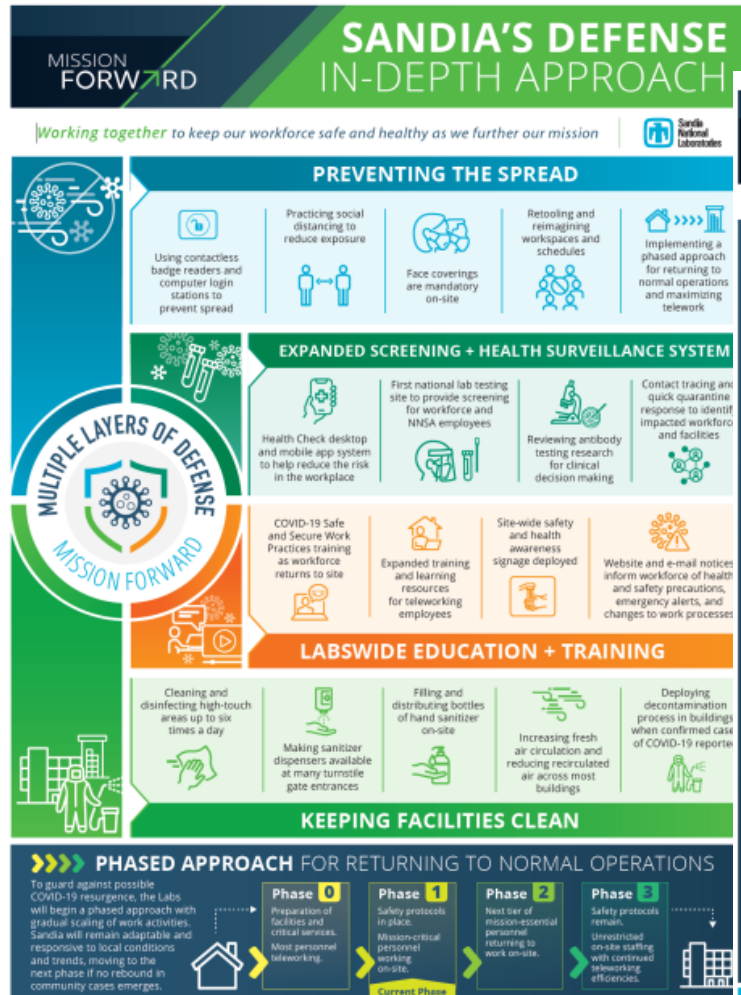
ES&H Recognition:
Additional Guidance for Leaders

INSPIRE + INFORM + INVOLVE: *Issue/Topic Messaging Campaigns, Outreach Events*

INSPIRATION IN PRACTICE

What do you think has been most effective in inspiring our workforce over the last several years?

COVID-19 COMMUNICATIONS



MISSION FORWARD

FRIENDLY FACE TIME

If you need a face covering or mask, contact your Division POC or stop by Sandia medical or one of the in-person Health Check stations.

As part of **SANDIA'S LAYERS OF DEFENSE** in preventing the spread of COVID-19, all personnel are required to wear face coverings. Face covers and masks prevent you from touching your face and protect others in case you are infected. ***I wear it for you and you wear it for me.***

FACE COVERINGS ARE MANDATORY ON SANDIA PREMISES

- Hallways, break rooms, stairways, elevators, restrooms, shared offices/labs, cubicles, and conference rooms.
- Outdoors, including in parking lots and while exercising.
- You can remove your masks if in an office or lab by yourself with the door closed.

HOW TO WEAR CLOTH FACE COVERINGS

- Face coverings should fit snugly but comfortably against the side of the face, cover your nose and mouth, and be secured with ties or ear loops.
- If making your own, include multiple layers of fabric and allow for breathing without restriction.
- Be careful not to touch your eyes, nose, and mouth when removing the covering and wash hands immediately.
- Routinely wash and machine dry without damage or change to shape.

DIFFERENCES BETWEEN FACE COVERINGS

- Cloth**: Homemade or commercial to decrease spread of a virus.
- Surgical Face Mask**: Provides barrier protection against large-particle droplets; disposable.
- Filtering Facepiece Respirator (N95)**: Filters out ~95% of very small particles; requires seal check.

THOSE PERFORMING ACTIVITY LEVEL WORK

If your work requires you to be in proximity of less than 6 feet of others, Sandia will provide **surgical or cloth-masks**.

Safety glasses with side shields, or goggles, or a face shield are also recommended.

MULTIPLE LAYERS OF DEFENSE

MISSION FORWARD

PREVENTING THE SPREAD **EXPANDED SCREENING + HEALTH SURVEILLANCE SYSTEM** **LABSWIDE EDUCATION AND TRAINING** **KEEPING FACILITIES CLEAN**

Working together to keep our workforce safe and healthy as we further our mission

Sandia National Laboratories

coronavirus.sandia.gov



VIRTUAL HEALTH & SAFETY MONTH



SAFETY MONTH

Reset & Reflect | NM

RESET

Ergo Tips for Remote Work

Thursday, 06/04 @ 12pm MT
Thursday, 06/18 @ 12pm MT

Resources to move, stretch, and maintain neutral posture.

Home Office Ergonomics

Monday, 06/08 @ 1:30pm MT
Monday, 06/15 @ 1:30pm MT

Science of optimum seated posture and how to achieve it.

NutriChat: Keeping it Safe

Wednesday, 06/11 @ 12pm MT

Review of food safety guidelines and hydration to stay safe this summer.

Tuesdays@Two

Tuesday, 06/16 @ 2pm MT

Take a moment to move and shake out the mental cobwebs with posture fixes and microbreak tips.

Ergo Injury Talk

Thursday, 06/18 @ 11am MT

Review worksite ergonomics and workout routines that lead to injuries and how to fix it.

Heads Up!

Tuesday, 06/23 @ 12:30pm MT

"Distracted walking" leads to serious injuries. Take a heads up approach to safety.

Wildlife Safety

Wednesday, 06/24 @ 11am MT

Types of wildlife and insects you may come across and how to keep yourself and the critters safe.

Safety & Mindfulness

Thursday, 06/25 @ 1pm MT

Whil mindfulness session around being safe and setting good habits.

Whil Safety Toolkit

Check out [Whil's Safety Toolkit](#). Use your Virgin Pulse username and password to log in.

Work at Home Resources

Transitioning to a home office video, [work from home video](#), and Sandia's online [ergo assessment](#).

Change Management

Watch [Change Management](#) video to learn how to adapt, manage stress, and face change with resilience.

Self Defense for Women

Watch [Self Defense for Women](#) with Retired APD Lt. Trish Hoffman to learn situational awareness and self defense methods.

COMPLETE 5 VIRTUAL ACTIVITIES THIS MONTH TO EARN 500 VIRGIN PULSE POINTS. CHECK THEM OFF AS YOU GO. CLICK THE BUTTON TO LET US KNOW YOU DID IT BY 6/30/2020.

"I DID IT"

June

National Safety Month

What's an Ergo Injury Feel Like? And how to fix it!

Practicing good posture and taking frequent breaks helps prevent ergo injuries, such as nerve irritation and muscle strains. Learn from a Sandia Physical Therapist about the causes of these injuries and how to combat them.

SAFETY MONTH FEATURED ACTIVITY

Ergo Injury Talk
with Blas Herrera, onsite Physical Therapist
Thursday, June 18 @ 11:00am (MT)

Complete 5 virtual activities during Safety Month to earn 500 Virgin Pulse points! Download the [Reset & Reflect Checklist](#) to learn more about:

- ✓ Mindfulness
- ✓ Ergonomics
- ✓ Situational Awareness

Safety Month at Sandia is a time to **RESET** some old practices and **REFLECT** on how you can apply a safe and healthy focus to your daily habits and work environment.

June 11, 2020 | More details at [Safety Month at Sandia](#)

June

National Safety Month

Situational Awareness

Reduce stress and fatigue while increasing focus

Mindfulness, emotional intelligence, and resilience are must-have skills to improve safety. Sandia offers access to the **whil** app that can help you develop these skills.

WHIL SAFETY TOOLKIT

4-week course for professionals

- Week 1: Reduce Stress | Week 2: Develop Awareness
- Week 3: Notice Distractions & Increase Focus
- Week 4: Recognize & Prevent Fatigue

ACCESS THE WHIL SAFETY TOOLKIT (log in with your Virgin Pulse username/password)

SAFETY MONTH

It's not too late to complete 5 virtual activities to earn 500 Virgin Pulse points this June! Download the [Reset & Reflect Checklist](#) to learn more about:

- ✓ Mindfulness
- ✓ Ergonomics
- ✓ Situational Awareness

Safety Month at Sandia is a time to **RESET** some old practices and **REFLECT** on how you can apply a safe and healthy focus to your daily habits and work environment.

- The month-long outreach event reached 3,238 employees
 - 218% increase over 2019
- 876 checklists were downloaded
- 657 interactions in live sessions via Skype/Livestream
- 1,405 ergonomic online assessments completed
 - 114% increase over the previous month
 - 10.3% of population
- 2,581 total activities clicked (videos, online links, checklist, Whil)



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LEADERSHIP ENGAGEMENT

PRSA

Employee Communications

LEADERSHIP COMMUNICATION OPPORTUNITIES



Show team members how they are part of your vision

Labs-wide Impact
Volume
Engagement/Feedback

**Balanced
Approach**

Division/Center Specific
Effectiveness
Messaging Overload

Approaches:

Story Telling

- Personal stories
- Data-based

Employee-Driven Content

- Accomplishments
- Best practices

Feedback / Listening Sessions

- Ask how you can help

Strategic Alignment

- Reinforce key messages/goals
- Brand ambassadors

ES&H LEADERSHIP STORIES



Digital Media Operations
505-845-0800

HomeContent

Karli Massey

Digital Media Operations
Corporate Streaming Library
505-845-0800


Search

ES&H Leadership Stories

Channel | Updated Monday, January 31, 2022

Embed


Sandia's work activities, and the actions and behaviors of our workforce, have the potential for impact – either positive or negative – on the health and safety of our workforce and the public, and on the environment around us. Sandia's leaders share their personal stories of events and activities that have shaped their ES&H behaviors.



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Title A..Z



ES&H Leadership Story - Andy McIlroy - Mar. 2021

3/24/2021 11:38 AM


safety Environm... ESH200



ES&H Leadership Story - Doug Bruder - Jul. 2021

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ES&H Leadership Story - Rita Gonzales - Aug. 2021

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ES&H Leadership Story - Steve Girrens - Jul. 2021

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ES&H Leadership Story - Susan Seestrom - Aug. 2021

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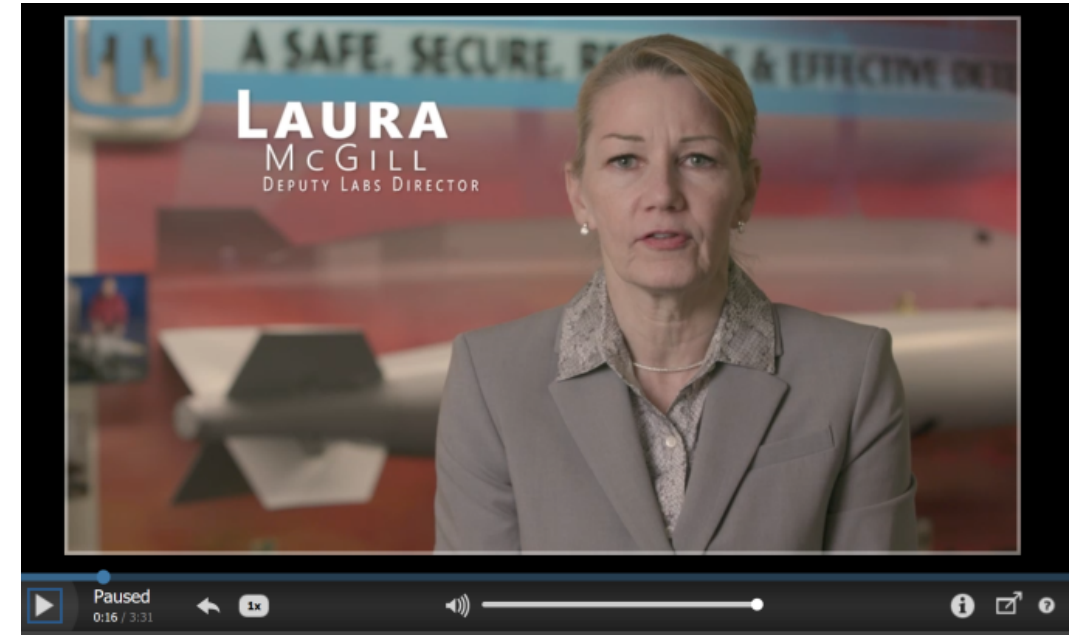
safety Environm...



ESH200 Executive Message - Dec. 2021

10/5/2021 2:26 PM

Safety Cul... Environm... ESH200



THE POWER OF RECOGNITION

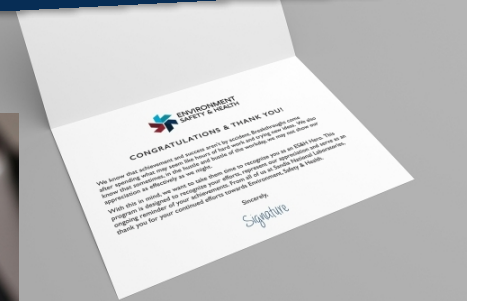


THUNDERBIRD KUDOS



Welcome to the Thunderbird Kudos Program Site!

Unleash the power of gratitude and recognition with a simple thank you. Big or small, common or uncommon, complicated or simple, no matter the gesture, Thunderbird Kudos are here to help you thank your co-workers. Thunderbird Kudos are simple and quick, and they align to the Sandia Values; so not only are you saying "thank you", but you're highlighting how the efforts of your co-workers represent the best of what it means to be a Sandian. It's the corporate tool for sharing recognition and thanks. Thunderbird Kudos are a fast and easy way to thank someone, and to let their manager know what a great job their people are doing. So, don't let a good deed go unrecognized, just click below to send a Thunderbird Kudos today and unleash the power of thanks.



RISING STAR OF SAFETY



Safety+Health
an nsc publication

Global nsc Safety Congress & Expo

Home » Rising Stars of Safety, Class of 2021

IN THIS ISSUE SHOW DAILY LEADERSHIP

Rising Stars of Safety, Class of 2021

September 26, 2021 13 Comments

2021 Rising Stars of Safety
an nsc award

Rising Stars of Safety, Class of 2021

2021 Rising Stars of Safety
an nsc award

CURRENT ISSUE

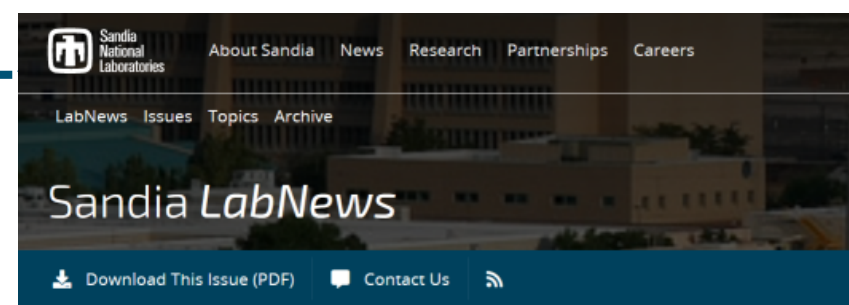
Safety+Health
"We can benefit the team"

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This Month in Safety+Health

'We can benefit the team'
You're in charge of safety - now what?
'Always talking about safety'
Demolition work: A look at the hazards

Earn recertification points
BCSP Board of Certified Safety Professionals
Take a quiz about this issue of the magazine and [earn recertification points](#) from the Board of Certified Safety Professionals.



Sandia National Laboratories

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Safety matters at Sandia Labs

BY LUKE FRANK
FRIDAY, OCTOBER 22, 2021

National Safety Council honors Cynthia Rivera

Sandia's Cynthia Rivera has been named a Rising Star of Safety, Class of 2021, by the National Safety Council.

Cynthia joined Labs' mission services as an Environment, Safety & Health coordinator in 2014. Since, she has guided the development of safety training sessions and materials, ergonomics programs, occurrence reporting tools and policy assessments.

"It's great to be recognized," Cynthia said. "But at the end of the day I do it because I care about people and want to be a good partner in promoting safety for Sandia's mission and activities."

"The inquisitive nature of our employees helps to create an important safety culture here," she said. "I really like that. That's why all of these amazing accomplishments come out of this organization."

Cynthia is one of 38 National Safety Council honorees under age 40 with a proven track record of workplace safety leadership and dedication to continuous improvement.

Cynthia's work in Sandia's industrial ergonomics



SAFETY MAVEN — Cynthia Rivera is one of 38 National Safety Council's honorees under age 40 with a proven track record of workplace safety leadership and dedication to continuous improvement. (Photo by Bret Latter)



RESULTS

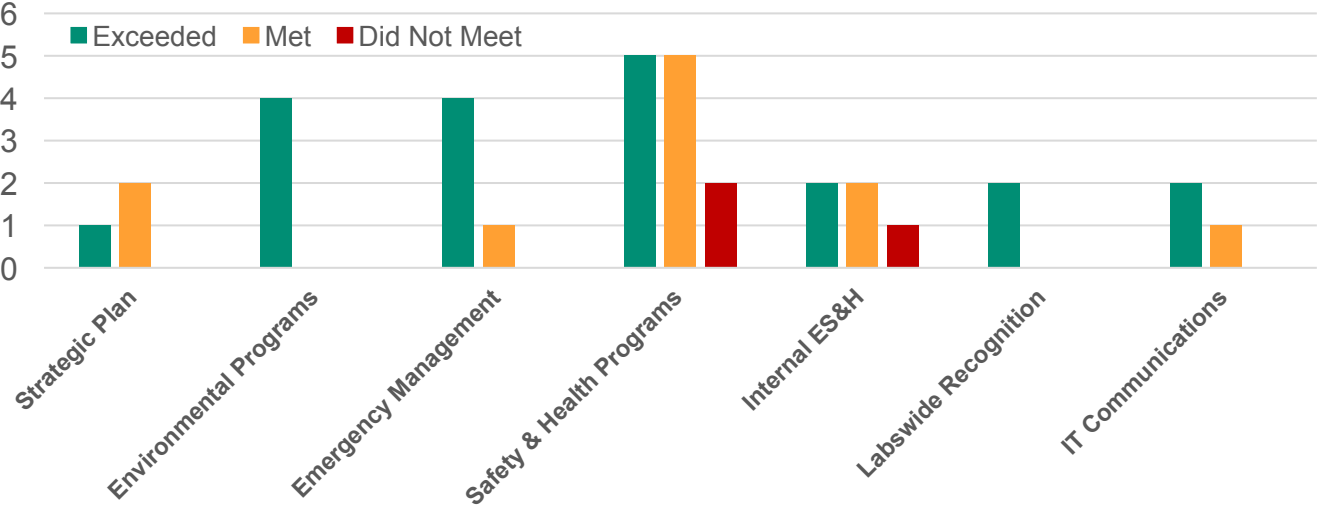


ES&H COMMUNICATIONS

Communication Plan Success Metrics

Data as of 09/30/21

Yearend:
expectations **91% of plans meet or exceed**
(target was 80%)



Managing 17 active plans and 34 metrics/measures

PROCESSES/ACTIVITIES

- 24 Info Sessions
- 2

OUTPUTS

- 155 Average Event Participants
- 121 Labwide Mentions
- 30 Average Monthly ES&H Recognitions
- Goals Met for Page Views and

OUTCOMES

- 23% Increase Event Engagement
- 38% Increase in Website Hits

Summary

Plans completed or ongoing through September: **91% of measures met or exceeded goals**

- **Strategic Plan:** Plan Rollout, Division Improvement Plans, Ongoing Mentions
- **Environmental Programs:** Earth Day Activities, EMS Awards, Meteorology, ASER, ES&H Minutes
- **Emergency Management:** Website, Strategic Plan Promotions, Preparedness Month
- **Safety Programs (+ policy change communication):** World Hearing Day, Forklifts, Electrical Safety, Safety & Health Month, LOTO rollout, Chemical Safety, RSI Guard, Hoisting/Rigging
- **High-Value Learning Events (Did Not Meet – increase in HVLE downloads; however, now at Tier 5)**
- **Internal ES&H:** All-Hands Attendance, Engagement Activities (Did Not Meet – activity participation)
- **Recognition:** Kudos ES&H Categories
- **IT Communications:** ESHield Launch, Action Tracker, IT Bytes Sessions, Webpage

| Improvement Actions | Planned Completion | Completed Date |
|---|-------------------------------------|----------------|
| Ensure a communication plan with success metrics is in place for other key strategic milestones/deliverables <ul style="list-style-type: none">• WP&C Evolution (research underway)• Leadership Engagement (sustaining)• Sandia Team Engagement (sustaining)• ES&H Recruitment Efforts (ongoing) | 06/30/21 <i>move to 09/30/21</i> | 9/27 |
| Outreach to each ES&H group about comm planning <ul style="list-style-type: none">• Will schedule outreach through end of FY21 | 06/30/21 <i>move to 09/30/21</i> | 9/29 |
| Increase HVLE downloads <ul style="list-style-type: none">• Process improvements and webpage enhancements | 09/30/21 | 9/27 |

ADVICE FROM THE EXECUTIVE

What advice would you offer to other communications professionals when partnering with an executive?





THANK YOU



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