

Summary of Recommendations

Recommendation 2006-01: Develop accountability for the Human Capital Plan.

Recommendation 2006-02: Identify the efforts being made to increase morale and establish a positive work-culture, and expand upon these efforts.

Recommendation 2006-03: EM should take steps to develop and institutionalize the Mentoring Program, thereby connecting it to career development.

Recommendation 2006-04: EM should promote executive development and increase their efforts to retrain and develop current employees.

Recommendation 2006-05: In support of the Human Capital Initiative, EM should develop advanced management training modules and review the DOD's career development processes to devise a suitable, DOE, career-progression path for internal advancement and growth. Such action would strengthen the EM's resources and aid in leadership retention.

Recommendation 2006-06: Establish a permanent position to provide the needed communications role in the Office of the Assistant Secretary.

Recommendation 2006-07: Incorporate communications into all aspects of decision-making.

Recommendation 2006-08: Incorporate a communications element or standard to performance appraisal plans for key managers, especially field managers.

Recommendation 2006-09: Measure the effectiveness of current communications tools.

Recommendation 2006-10: Ensure that timely and adequate information and responses are provided to local, state and tribal governments. Similarly, ensure timely responses to recommendations from Site-Specific Advisory Boards and other stakeholders.

Recommendation 2006-11: In support of EM's small business goals, the program should increase its level of participation in future DOE Small Business Conferences.