

GovExperience: Summer Session

Creating a Connected Culture
in Times of Crisis



Medallia



Sharon D. Ballard

Director,
Office of Internal Management and Planning
The National Institutes of Health
Office of the Director



Brian Andrews

Senior CX Principal
Public Sector
Medallia



Simchah Suveyke Bogin

Chief Customer Experience Officer
U.S. Department of Agriculture



Nina Bianchi

Today's Moderator +
Public Sector Solution Principal,
Medallia



Imagine a future where all of our voices are
heard, understood, and served with seamless
government experiences, delivered
with compassion and empathy.



Our employees build
the future.

Our employees build the
best public agencies.



BRIEFING ROOM

Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce

JUNE 25, 2021 • PRESIDENTIAL ACTIONS

By the authority vested in me as President by the Constitution and the laws of the United States of America, including sections 1104, 3301, and 3302 of title 5, United States Code, and in order to strengthen the Federal workforce by promoting diversity, equity, inclusion, and accessibility, it is hereby ordered as follows:

Section 1. Policy. On my first day in office, I signed Executive Order 13985 (Advancing Racial Equity and Support for Underserved Communities Through the Federal Government), which established that affirmatively advancing equity, civil rights, racial justice, and equal opportunity is the responsibility of the whole of our Government. To further advance equity within the Federal Government, this order establishes that it is the policy





The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

CPM 2021-17

July 23, 2021

Memorandum for Chief Human Capital Officers

From: Kiran A. Ahuja
Director

Subject: Additional Guidance on Post-Reentry Personnel Policies and Work Environment

On June 10, 2021, the Office of Management and Budget (OMB), Office of Personnel Management (OPM), and General Services Administration (GSA) issued memorandum [M-21-25](#) to assist agencies in planning for a safe increased return of Federal employees and contractors to physical workplaces with post-reentry personnel policies and work environment. To further assist agencies, OPM is issuing a set of frequently asked questions covering telework, remote work, and other human resources policies related to reentry and a fact sheet providing guidance and example scenarios for determining official worksites, location-based pay entitlements, and travel benefits for employees under telework and remote work arrangements. OPM developed this guidance in coordination with GSA and with input from a Chief Human Capital Officers Council working group on the future of work.

As noted in M-21-25, agencies can, where appropriate, deploy personnel policies such as telework and remote work effectively and efficiently as strategic management tools for attracting, retaining, and engaging talent to advance agency missions, including in the context of changes in workplaces nationwide as a result of the pandemic and in response to long-term workforce trends. As agencies consider personnel policies and associated flexibilities in their post-reentry work environments, informed by consultation with agency leadership, supervisors, employees, and employee representatives, we strongly encourage agency travel and human resources offices to collaborate when establishing telework and remote work policies that may affect location-based pay entitlements and travel benefits.



“agencies should **leverage their experiences** with expanded telework during the pandemic to institutionalize telework programs as a **routine way of doing business.**”

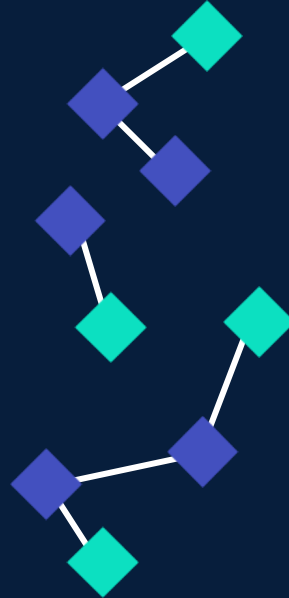
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Signals



Insights



Culture



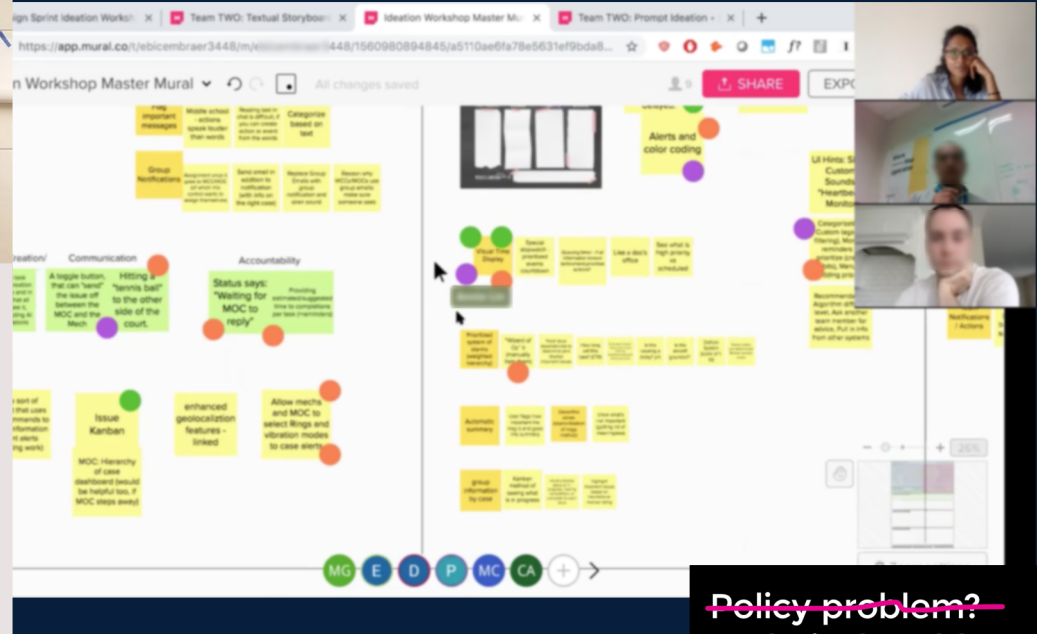
**WORK EXPERIENCES
THAT MATTER**

Workplaces

MORE
DEDICATED
COLLABORATIVE
SPACE

"IN COLLABORATION
WITH SIMILAR
HOW DO WE
TOGETHER
A SHAP
FOR
ME

Product Teams

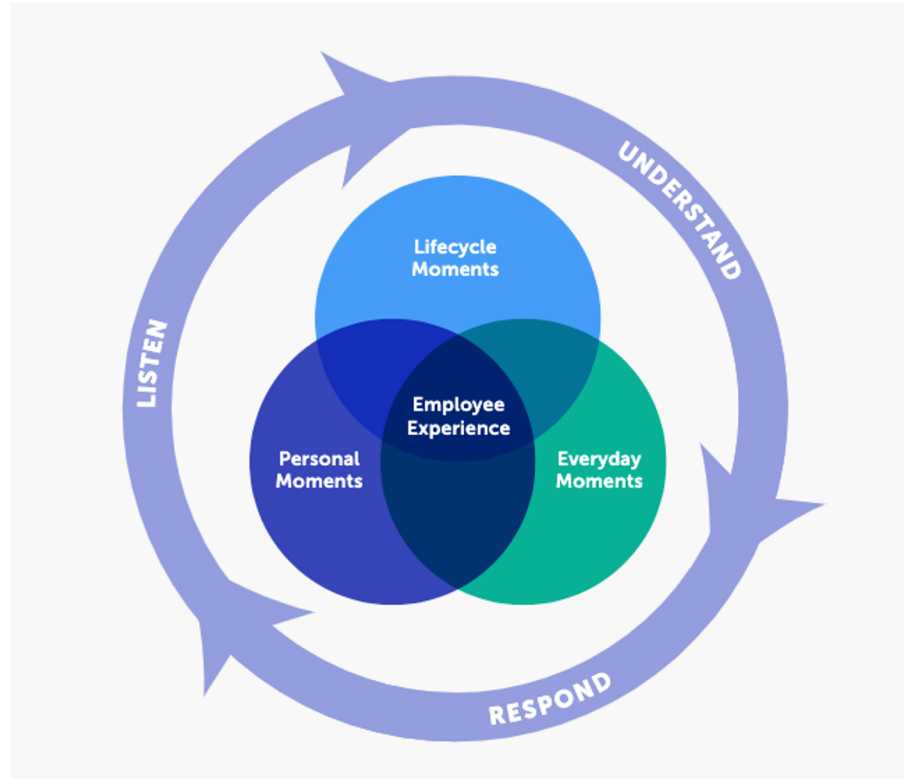


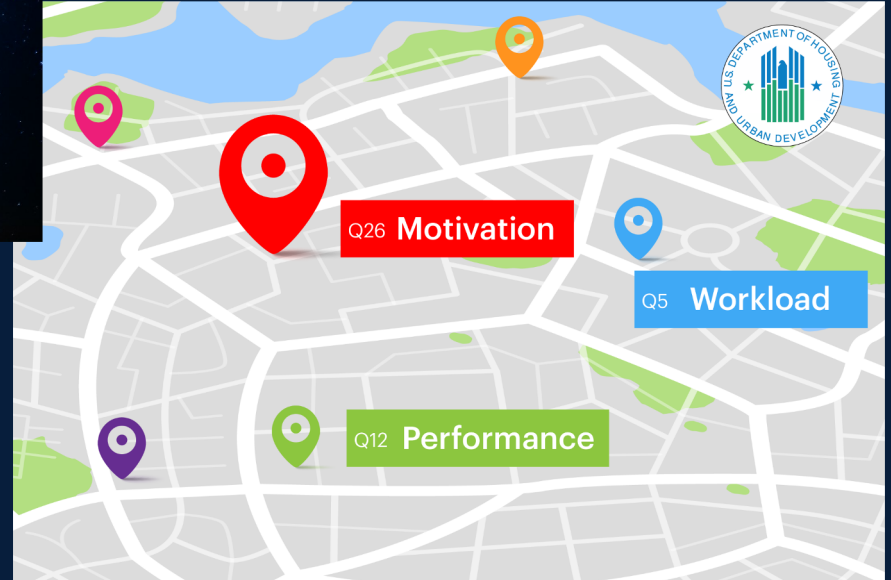
~~Policy problem?~~
~~Technical problem?~~
~~Capital problem?~~

IT'S A HUMAN PROBLEM.

What is culture?

Experience of work (behaviors, habits, and moments).





Moderna seeks full FDA clearance for its COVID-19 vaccine

By Andrea Gardley Globe Staff, Updated June 1, 2021, 1:02 p.m.



CDC Centers for Disease Control and Prevention
CDC 24/7: Saving Lives, Protecting People™

COVID-19



CDC Recommends Use of Johnson & Johnson's Janssen COVID-19 Vaccine Resume

Updated July 13, 2021 Languages ▾

What You Need to Know

- CDC and the U.S. Food and Drug Administration (FDA) have recommended that the use of Johnson & Johnson's (J&J/Janssen) COVID-19 vaccine resume.
- Reports of adverse events, including a rare but serious condition called thrombosis with thrombocytopenia syndrome (TTS), which can be life-threatening, have been reported in people who received the J&J/Janssen COVID-19 vaccine.
- A review of all available data found that the potential benefits of the J&J/Janssen COVID-19 vaccine outweigh the risks.
- However, women younger than 60 years old who received the J&J/Janssen COVID-19 vaccine should be monitored for signs and symptoms of TTS.

F.D.A. Advisory Panel Gives Green Light to Pfizer Vaccine

The blessing of these experts means that the agency will OK the vaccine's use, paving the way for health care workers to begin getting shots next week.

Anna M. Moneymaker/The New York Times



How might we create a connected culture in times of crisis — and futureproof our culture to be more resilient in times of change?

What is your magic skill as a leader who leads change?

What success surprised you the most from the pandemic telework culture change?

**What is a small but big (impact)
tool or tactic that you use to
create an inclusive culture?**

**What does a connected culture
look like?**

Does equity play a role?

**If you had a magic wand, and
could fix anything in government,
what would it be?**

Leaders are always getting better at taking care of their people.

A holistic approach that focuses on the whole person employee journey

