



**NATIONAL
WEATHER
SERVICE**

NWS Partners Summer Webinar Series

A Change in the Weather: Themes and Trends in the Workforce

August 25, 2020



Today's Webinar Agenda

- Welcome and logistics
- Panel Introductions and Remarks
- Open discussion
- Wrap-up



Peyton Robertson
Director
Office of Organizational
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Webinar Logistics: How to join the discussion!



- If using the phone for audio, please be sure to enter your audio pin. If you did not do it when you called in, type #PIN# into your phone now.
- All lines will remain muted until the open discussion.
- We are recording the webinar for posting later.



Welcome to our Moderator & Panelists



Mary Erickson
Deputy Director
National Weather
Service



Bryan Hancock
Partner
McKinsey &
Company



Sarah Tucker-Ray
Partner
McKinsey &
Company



Benjamin Friedman
Deputy Under
Secretary for
Operations
NOAA



Aaron H. Levy
Director (A),
Individual and
Community
Preparedness Division
FEMA

COVID-19 provides an opportunity for reflection on where and how employees could work in the future




COVID-19 has resulted in a large portion of the workforce working virtually – with some workers reporting an increase in productivity and an increased desire to work remotely

“COVID-19 virtual working model,” may be working now. That said, some interactions are better in-person, and connectivity across teams/units may decrease over time

In designing post-COVID-19 working models, organizations are starting to segment the workforce, the work they do, and the required connectivity – and then designing around it

Segmenting employees allows for an organization to assess capacity and timeline to implement virtual work options

In order to assess organizational readiness and capability to reimagine workforce locations, an organization can segment the workforce using three primary filters

Filter	Rationale
1 How employees interact with other employees	 How employees interact with other colleagues plays a significant role influencing the costs and benefits to virtual work
2 What specific requirements the job entails	 Requirements of specific jobs influence whether the position can be executed virtually (tools, security, physical on-site labor)
3 What employees actually want	 Long term employee productivity, retention and well-being is a critical factor in determining workforce location

After deciding on an operating model, three components can contribute to successful virtual adoption

Implementation can include understanding of working norms, new capabilities, and processes / policies

Examples - not exhaustive



What working norms and ways of working need to be developed or normalized?

- Norms set by teams on expectations for interactions, communication, and boundaries
- Organizational ways of working that drive a hybrid-virtual culture including communication, decision-making, measuring impact and success, and innovation



**What capabilities need to be reinforced?
What new capabilities are required?**

- Ability of individuals to use virtual meeting platforms
- Effective leadership of virtual teams by managers
- Clear communication and promotion of cohesion by executives



What processes and policies need to be clarified for a hybrid-virtual workforce?

- Processes for recruitment, onboarding, learning, assessment
- Policies for reimbursement, travel, office set-up, connectivity



Benjamin Friedman

Deputy Under Secretary for Operations
NOAA





FEMA

Building a Prepared Nation

Aaron Levy, Director (A), Individual and Community Preparedness Division (ICPD)

2020



WE CHANGE OUTCOMES

ICPD connects individuals, organizations, and communities with research and tools to build and sustain capabilities to prepare for any disaster or emergency.

Through FEMA's Community Emergency Response Team (CERT) Program, local programs have **trained more than**

600k CERT members to respond to disasters.

147m
preparedness actions taken

Since 2013, more than **147 million participants** have practiced preparedness actions through Preparedness Events.

FEMA conducts research and provides **free preparedness publications** to provide current, validated guidance for decision-making.



FEMA actively **works with more than 67 affiliate organizations to prepare children** to know what to expect and how they should respond to an emergency.



In 2019, **FEMA preparedness messaging** with actionable guidance on specific hazards was seen more than **101.5 million times**

When exposed

65%

TOOK ACTION

When not exposed

36%

TOOK ACTION

Research shows that people who have been exposed to preparedness messaging are **more likely to develop an emergency plan.**

ORGANIZATIONS PREPARING FOR EMERGENCY NEEDS (OPEN)

Organizations Preparing for Emergency Needs (OPEN) is a new training that will provide community-based organizations (CBOs) tools they need to prepare for disasters and sustain operations, in order to provide critical services to those disproportionately impacted by an incident, including pandemics.

The OPEN Training introduces community leaders to

10 Preparedness Actions

and empowers them to take necessary steps to plan and prepare their CBOs for incidents.



Available at
ready.gov/open-training

Contact Us:
fema-prepare@fema.dhs.gov

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Discussion: Moderator & Panelists



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Open Discussion

Please use the **question box** or **hand-raise option**.



If we don't get to you, enter your comment in the "Questions" box or email andrea.bleistein@noaa.gov after the webinar



Wrap Up - What's coming

- Academia Roundtable Discussion: Weather-Ready Nation [Fall 2020]
- AMS Annual Meeting [January 2020]
 - WRN Ambassadors Roundtable?
 - Partners Meeting?
- Partner calls with NWS Deputy Director [Ongoing]

**Your feedback
is Requested!!**

THANK YOU!!

weather.gov/wrn/calendar