

# Project Aim 2020

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# Agenda



- Purpose
- Why change?
- Project approach
- How will we change?
- Commission decision
- Implementation

# Project Aim Purpose



- Recommendations for improving current and projected performance
- Concrete and specific projections of the workload for the agency five years out
- Recommendations for agency resource levels and workforce staffing

# Why Change?



Past Growth

- Enhanced security and response
- Projected growth in nuclear
- New requirements

- Fewer new nuclear facilities
- Closure of existing facilities
- Constrained resources

Future Forecast

# Project Approach:

- Gathered perspectives from internal and external stakeholders to forecast the future workload and operating environment in 2020
- Identified the gaps, obstacles, and improvements needed
- Developed strategies to respond proactively, rather than reactively to future conditions

# How Will We Change?



- Improve efficiency of operations
  - Right sizing the agency
  - Streamlining processes
  - Enhancing timeliness
  - Unity of purpose – “One NRC”





# Roadmap



## PEOPLE

Plan Workforce  
Strategically

Enhance  
Employee Agility

Increase  
Organizational  
Agility

## PLANNING

Improve PBPM

Re-baseline

## PROCESS

Improve Fees

Improve  
Licensing

Modernize  
Processes

**Change  
Ahead**



# People Strategies

1. Ensure the NRC has the right number of people with the right skills at the right time
2. Enhance employee agility to meet the demands of a changing environment
3. Increase organizational agility





# Planning Strategies

1. Improve the planning and budget formulation process
2. Re-baseline the work of the agency

# Process Strategies



1. Improve fee process
2. Improve operating reactor licensing process
3. Clarify and standardize processes, roles, and responsibilities

# Commission Decision



- Staff Requirements Memorandum issued June 8, 2015
- Many of the staff recommendations approved

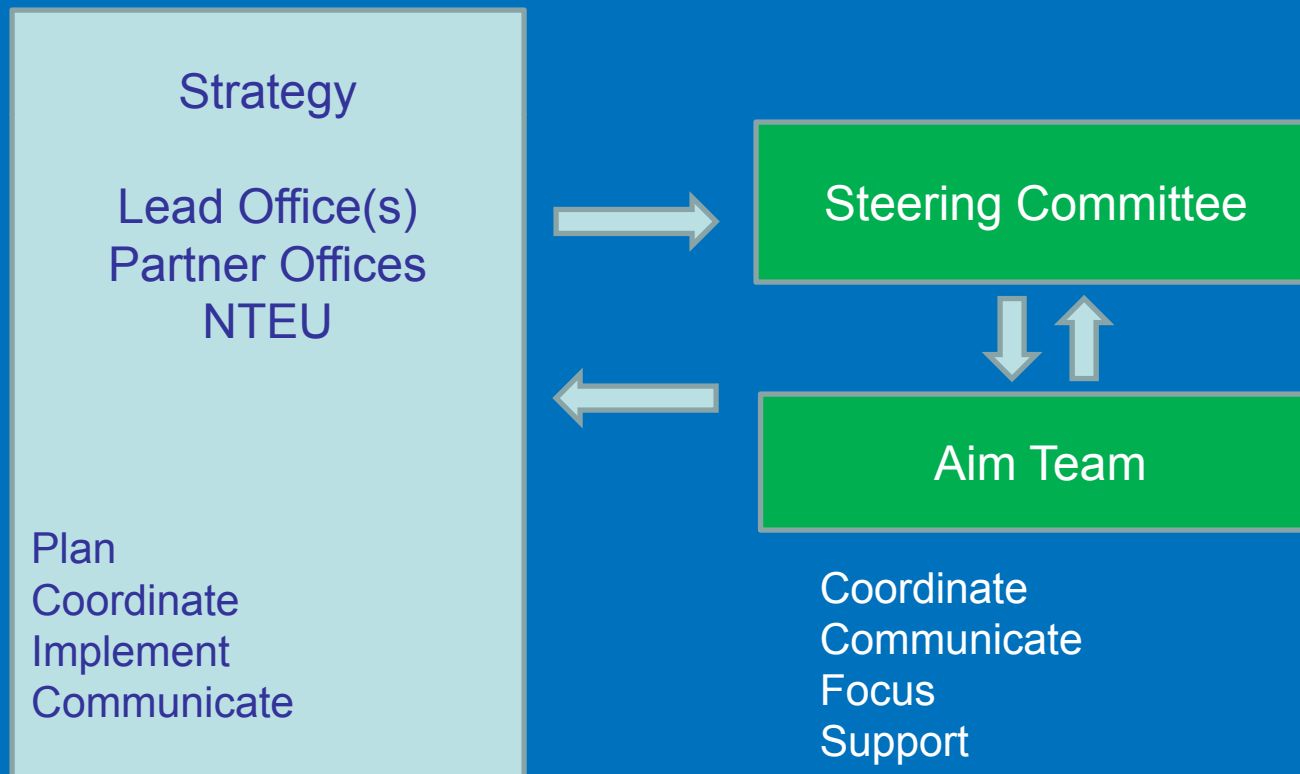
# Implementation Planning



- Researched change management models
- Studied the Transforming Assets into Business Solutions (TABS) lessons-learned (2013 & 2015)
- Considered past change initiatives feedback collected during Project Aim 2020

# Implementation

## Commission





# Closing



- Changing to improve efficiency and agility, while enhancing effectiveness

