

FacTS Web Cast

Greetings Team NAVFAC...

I would like to use this webcast to announce the upcoming deployment of the Facilities Team Survey - or FacTS, which is scheduled to be released next month.

I am especially pleased because this is the first year that every single member of Team NAVFAC will be included in the FacTS process - every civilian, military, on-site contractor, and local/foreign national world-wide at our Engineering Field Divisions and Activities, our Public Works Centers, our Specialty Centers, and NAVFAC Headquarters will have the opportunity to participate and provide valuable insight.

You have heard me speak of the importance of "Accomplishing the Mission" and "Creating an environment for all our people to succeed."

In order to best serve our clients - and meet the "Mission Accomplishment" challenges - we need a workforce that is prepared, ready, and motivated to do just that. It is leadership's responsibility to ensure we create an environment in which each member of our team is equipped with the necessary training, tools, and skills.

In addition, it is our duty to provide you with a workplace that is safe as well as free of discrimination and harassment - an environment in which you know you are making a real difference.

This environment describes our leadership's commitment to making this happen....we'll use your feedback from the FacTS Workforce Survey to measure our effectiveness in providing this type of environment.

The FacTS Workforce Survey is the key mechanism available to you to provide open and honest feedback to all levels of NAVFAC leadership.

It is your tool to help change NAVFAC for the better.

The FacTS Workforce Survey is completely web-based. Within the next few weeks, you will receive the Internet address for the survey web-site as well as your own unique password. This will be your notification that the site is open and ready to receive your input.

You can log-in and take the survey from any computer with internet access - at work, at home, or even at your local mall, library or university if you so desire.

All responses to the FacTS Workforce Survey are kept completely confidential and anonymous.

I personally commit to this last statement.

An independent, third party will perform the data analysis and will provide the final reports back to us.

The survey results will be made accessible to you, and, most importantly, leadership will use the results to aid in improving our commitment to our clients and our people.

Although not all NAVFAC commands participated in the FacTS process in 2002, I can assure you that the NAVFAC Executive Steering Group, as well as the local leadership at those commands that did participate, took the results seriously and various actions are either underway and or complete at multiple levels throughout all of the participating organizations.

At the NAVFAC overall level, the 2002 FacTS Workforce Survey results validated many of the strategies we deployed in our Strategic Plan - thus, substantiating that we have charted the correct bearing for our strategic course.

Specifically, we learned the importance of maintaining the positive momentum behind our Community Management initiative in order to sustain the high level of workforce competency valued by our clients while enhancing leadership and career development. The results of the 2002 FacTS Workforce Survey also drove home the incredible power and essential nature of communication in all of our business-based relationships - both internally and externally. We must continue to make strides in this area, particularly in the areas of follow-up and keeping everyone informed.

Your individual commands are undertaking actions to address these as well as other areas for improvement.

Your commitment in providing candid, constructive feedback is key to continued improvement of our workplace.

If we don't hear about an issue or problem, we can't begin to correct it - so please consider it a part of your duty as a member of Team NAVFAC to take the FacTS Workforce Survey, so you can contribute to making a difference and help chart our way ahead. As always, thank you very much for your time.