



**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  
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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

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

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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

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

Filter	Rationale
<b>1</b> How employees interact with other employees	 How employees interact with other colleagues plays a significant role influencing the costs and benefits to virtual work
<b>2</b> What specific requirements the job entails	 Requirements of specific jobs influence whether the position can be executed virtually (tools, security, physical on-site labor)
<b>3</b> 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

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

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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)

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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](https://ready.gov/open-training)

Contact Us:  
**[fema-prepare@fema.dhs.gov](mailto:fema-prepare@fema.dhs.gov)**

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# Discussion: Moderator & Panelists



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Deputy Director  
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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](mailto: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](https://weather.gov/wrn/calendar)