

FRTIB

Federal Employee Viewpoint Survey Initiatives (2017)- Outcomes

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Thrift Savings Plan

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Three Initiatives

- ELC FEVS Results Review & Action
- Agency-Wide FEVS Initiative
- Office Specific Initiatives



Findings--Themes:

- Leadership
- Communication
- Employee Contributions
- Performance Management
- Awards & Recognition



Leadership

- Action Taken:
 - Increase leadership (top/down) communication
 - Continue efforts re: improved prioritization and decision making
 - Engage SMEs on problem solving/research based teams

Communication

- Action Taken:
 - Increase leadership (top/down) communication
 - Office “road shows”
 - FRTIB Connections



Employee Contribution

- Action Taken:
 - Offer opportunities to serve on problem solving/research based teams
 - Employee Advisory Groups

Performance Management

- Action Taken:
 - Design tool kits and training for supervisors on giving feedback and addressing poor performance.
 - Pilot supervisory team approach to creating performance standards to address consistency.

Awards & Recognition

- Action Taken:
 - Provide refresher training to employees and supervisors on Awards and Recognition Policy and options
 - Provide trend analysis on awards for each Office's award distribution

Questions?

