

Summary of Recommendations

Recommendation 2008-01: Introduce granularity into the small business selection process to ensure that EM's small business acquisitions comprise the appropriate core competencies, size, and bench strength for its projects.

Recommendation 2008-02: Establish a culture of project ownership and accountability in order to achieve a more efficient procurement process.

Recommendation 2008-03: Identify and optimize those resources and corporate messages that prove most effective in recruiting and securing new talent.

Recommendation 2008-04: Create an inclusive environment where all employees continue to feel valued and involved throughout their tenure.

Recommendation 2008-05: Review the Federal Human Capital Survey and aggressively address findings that indicate employee dissatisfaction.

Recommendation 2008-06: Continue to increase and improve internal communication through the use of creative communication tools and methods, and measure the effectiveness of the program's current practices.

Recommendation 2008-07: Continue to actively monitor external communications with the stakeholder community and general public.

Recommendation 2008-08: Further promote EM's programmatic successes both internally and externally.

Recommendation 2008-09: Continue to support outreach and educational initiatives with monetary grants and volunteer incentives.

Recommendation 2008-10: Incorporate additional and more comprehensive data points into the baseline development process that budget around various risk scenarios.

Recommendation 2008-11: Further review the business case and possible additional analyses that could be incorporated into EM's budget request process.