



# Collaborating for Greater Success

## Office of Oceanic & Atmospheric Research

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OAR has developed three tenets for success. We are committed to conducting and sponsoring **preeminent research**, providing maximum **value to society**, all within a **culture of transparency**. This document, prepared by the OAR Executive Leadership Team, highlights strategies and tactics to meet these three goals. The next step in this process is to develop clear metrics to measure success, including, for example:

- **Conducting a target number of Laboratory and Program Reviews each year**
- **Publishing a number of feature articles about Award Winning Employees on the OAR Intranet**
- **Incorporating professional development (e.g., service in professional societies) as a critical element in all employee performance plans**
- **Establishing a targeted number of developmental assignments across laboratories, programs, and with headquarters**

This document has been sent to our employees for their input. We also welcome your suggestions. Please send your ideas to: [oar.communications@noaa.gov](mailto:oar.communications@noaa.gov)

## Preeminence in Research

**To increase scientific and professional achievement we will...**

- Continue to plan and execute leading-edge research
- Promote professional development and reward excellence through recognition and awards
- Develop strategic partnerships and collaborative opportunities

**To enhance OAR technology development and transition we will...**

- Focus on customer driven requirements
- Identify the right research and the right time for transition to applications
- Develop strategic partnerships and collaborative opportunities

**To improve scientific management we will...**

- Establish our research and resource priorities to achieve goals
- Conduct regular scientific reviews and monitor performance

## Value to Society

**To conduct research and develop technologies that save lives, enhance livelihoods, and improve quality of life we will...**

- Focus scientific and financial resources on mission-relevant research
- Communicate the value and excitement of our research discoveries and technological innovations

**To increase the significance of NOAA research we will...**

- Demonstrate a strong, positive, and credible organization to Congress and the Administration
- Build effective constituent relationships that strengthen the relevance and usage of NOAA research

## Culture of Transparency

**To engage, empower, and enable people throughout the organization we will...**

- Foster greater collaboration within OAR through robust internal communications
- Develop a strategic human capital plan that supports career development and succession planning

**To improve our organizational management we will...**

- Prioritize investment of resources to support the *NOAA Five-Year Research Plan*
- Integrate science and resources across programs and laboratories
- Use sound financial planning and management practices

**To have a complete, operational, and effective OAR Headquarters we will...**

- Improve the flow of timely, consistent information throughout the organization
- Improve processes and policies to make it easier to accomplish our mission
- Increase recognition and respect for OAR by hiring and developing strong leaders