

Year in Review

07-08

The Laboratory's workforce is key to meeting its mission. Although it has been a challenging year that involved workforce-restructuring efforts, it also has been one marked by many successes, thanks to a hard-working, creative workforce.

Ensuring that its highly skilled, qualified staff remains motivated and able to continually meet the needs of the country, the Laboratory focuses efforts on enhancing the workplace environment, implementing efficient processes to make it easier to get work done. This effort involves working together and recognizing individual and team successes.

Exemplary contributions bring recognition to LANL staff

Laboratory scientist My Hang Huynh was named a 2007 MacArthur Fellow. She also received an E.O. Lawrence Award from the Department of Energy for her research and discovery of Green Primary Explosives to replace mercury and lead primary explosives. (see NewsBulletin)

Lab researchers, technologies receive R&D 100, Wall Street Journal, other technology transfer awards. (see NewsBulletin)

Lab scientists Thomas Bowles and Richard Martin named fellows of the American Association for the Advancement of Science. (see NewsBulletin)

Sukgeun Choi received a 2008 Young Scientist Award. Choi is a postdoctoral researcher in the Center for Integrated Nanotechnologies and is working on synthesis of semiconductor nanowires. (see NewsBulletin)

Four Laboratory were scientists named 2007 Laboratory Fellows.

Twelve women were recognized as "LANL Stars". (see NewsBulletin).

Eight employees were honored for exemplary mentoring.

Nanotechnologies Center won a DOE management award. (see NewsBulletin).



Goal 12

Skilled and motivated workforce

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Condensed-matter theorist Alexander Balatsky joined a select group of Los Alamos researchers featured on Lorentz Institute landmark. (see NewsBulletin)

Lab scientist Jeff Bedell was part of team recognized with an inaugural DOE Secretarial Honor Award.

UNM-LA high-tech degree sponsored by LANL to help alleviate labor shortfall

A high-tech degree at the University of New Mexico-Los Alamos was made possible by a seven-year, \$700,000 grant from LANL. To meet the demand for skilled technicians, the university will develop a new Associate of Applied Science in Applied Technologies degree.

Machinist Apprenticeship Program Signing reaffirms agreement between LANL and Northern New Mexico College

The Machinist Apprenticeship Program between LANL and Northern New Mexico College was reaffirmed with a signing of a memorandum of understanding. The comprehensive apprenticeship-training program is geared for machinists who will work on prototypes.

Voluntary separation efforts help LANL avoid workforce layoffs

Voluntary separation efforts helped LANL avoid workforce layoffs. Laboratory Director Michael Anastasio announced that the 430 employees who self-selected to leave Los Alamos, coupled with 140 additional employees who left the Lab since September 2007, helped preclude an involuntary reduction of personnel.

Director's Development Program immerses participants in year of leadership training

The Director's Development Program at Los Alamos provided leaders with a year of immersion in leadership competencies such as leading change, people, and results-driven solutions and operational excellence. It also helps advance institutional business acumen and build coalitions and effective communications. The program was created to better prepare individuals in transitioning to progressively higher levels of management and to enhance the overall quality and effectiveness of leadership at Los Alamos.



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Performance-Based Leadership program helps managers focus on constructive communication

The new Performance-Based Leadership program helps managers foster an engaging work environment through constructive communication practices and regular opportunities for two-way feedback.

Employee health education and fitness programs continue to promote wellness

Employee health and fitness programs continued at the Laboratory's Wellness Center as part of the Lab's Occupational Medicine Health Promotion program. Class topics include disease management (diabetes, for example), injury prevention, nutrition, stress management and professional development, fitness topics, nutrition, and weight management.

The "Start Walking" program helps employees walk their way to health and fitness. (see NewsBulletin)

A nutrition program encourages healthy eating. (see NewsBulletin)

The Diabetes Fair shares important nutrition, health information. (see NewsBulletin)

Stress management classes help employees avoid negative effects of stress. (see NewsBulletin)

Brain fitness training includes exercises to keep cognitive skills sharp. (see NewsBulletin)

Restructured recruiting program addresses staff shortages, targets hard-to-find expertise

LANL's new restructured recruitment program helps to effectively address shortages in critical, hard-to-find skills sets for its mission.

Members of the recruiting staff provide recruiting event coordination, event presence, targeted advertising, guidance, and tools to Laboratory managers.

A unique feature of the restructured recruitment program allows the Laboratory to extend on-the-spot job offers at recruiting events.

The recruiting team also implemented a new Laboratory training program to provide technical recruiters with the skills and resources necessary to serve as ambassadors not only for their specific organization but also for the Laboratory as a whole.



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