

JSC Reorganization

Organization description 11-July-2014

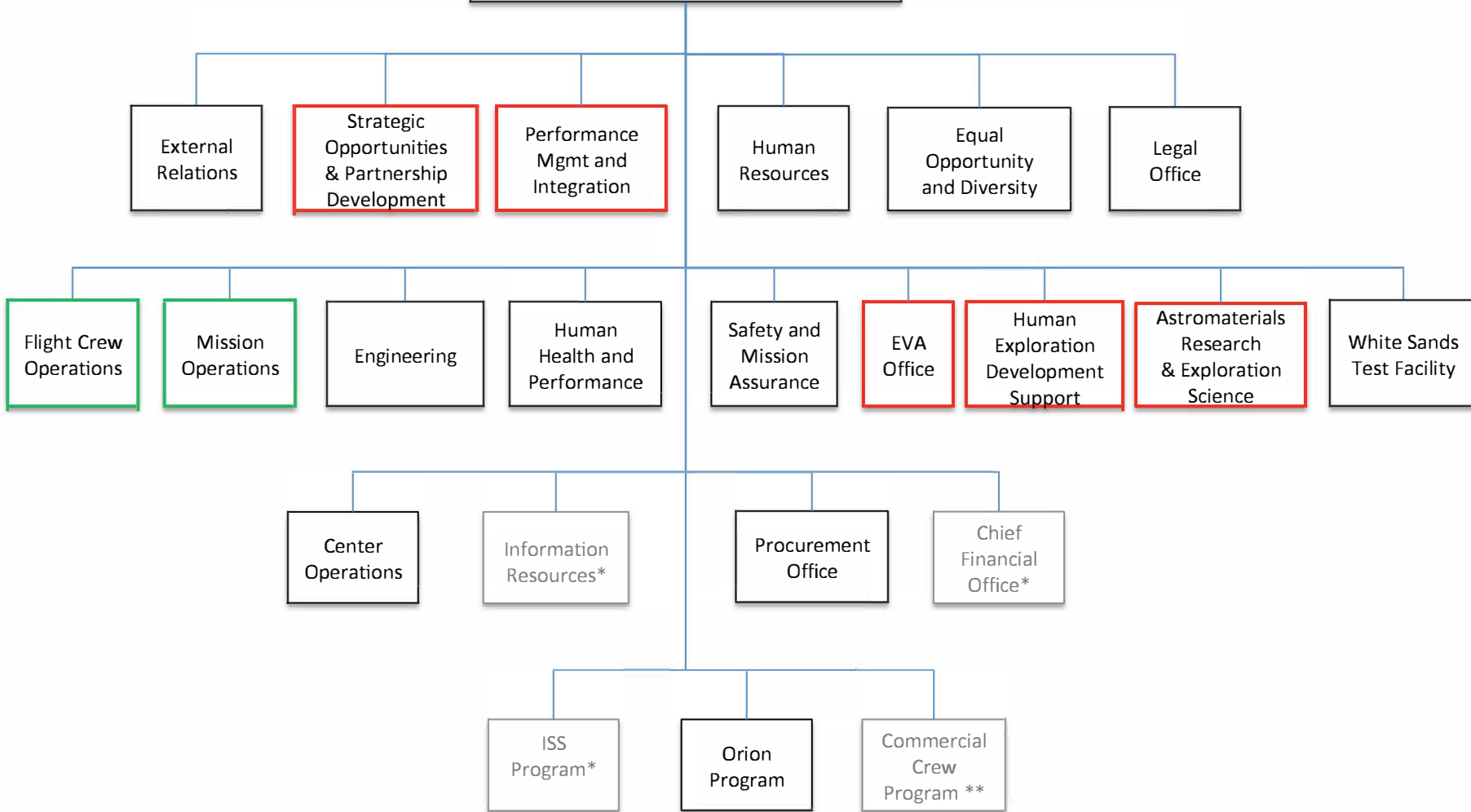
Leadership announcement 11-August-2014

Goals of Reorganization

- Assist goal of JSC 2.0 to advance human exploration with a structure and governance that is more lean, agile, and adaptive to change
 - Enhance collaboration and reduce stovepiping
 - Engage leadership on a more strategic level
 - Coordinate Exploration activities and resources
 - Respond quickly and effectively to changes in HQ priorities and programmatic direction
 - Operate more efficiently
- Respond to comments collected by Center Director Action Team from Division Chiefs and to comments collected by Reorg/Governance team from Senior Staff
 - Large number of CD direct reports makes it difficult to have the right conversations and reach conclusions
 - Need to focus more leadership time, energy and efforts on primary expenditures and priorities that determine our future
 - Need to discuss and optimize investment strategies between the performing orgs and Programs
 - Need a better way to tee up key decisions

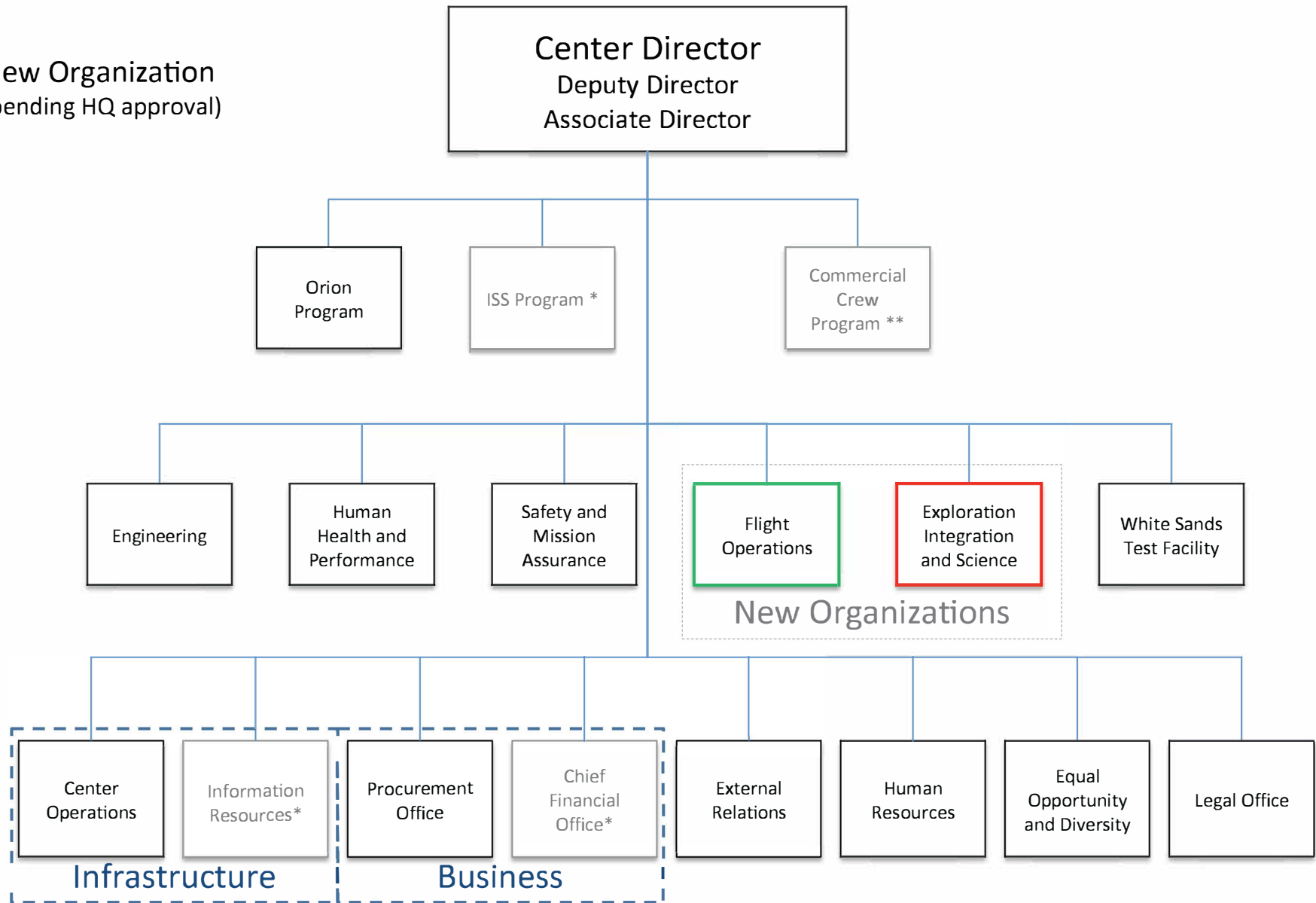
Before 11-July-2014
 (pending HQ approval of changes)

Center Director
 Deputy Director
 Associate Director



*Director reports to HQ
 **Host center/PM at KSC

New Organization
(pending HQ approval)



*Director reports to HQ
**Host center/PM at KSC

What and Why of Changes (1 of 2)

- Overall:
 - Reduces direct reports by 5 to create a leaner Senior Staff
 - Lends itself to streamlined governance that is more agile
 - Provides straightforward way to organize for future work without adding direct reports (more adaptive to change)
 - Enhances collaboration within two new organizations that are combinations of current ones
- Coordinate Functions to Work Closely
 - Chief Financial Office/Procurement (Business)
 - Center Operations/Information Resources (Infrastructure)
 - “Work closely” means defining synergistic goals and shared challenges, focusing on touch points between orgs
 - Creates opportunities to streamline or integrate processes, share best practices, and collaboratively define and meet goals
 - Provides for more cross-training of personnel and wider variety of career paths

What and Why of Changes (2 of 2)

- Flight Operations

Combination of MOD and FCOD orgs

- Collects the Operations personnel and functions of plan/train/fly into one organization
- Provides opportunity for more synergy in training and ops support to current and future programs
- Creates potential for a wider variety of career paths

- Exploration Integration and Science

Combination of PMI, SOPD, EVA, ARES, HEDS orgs plus AES, ARM mgmt but will still matrix support from other technical and mission support organizations

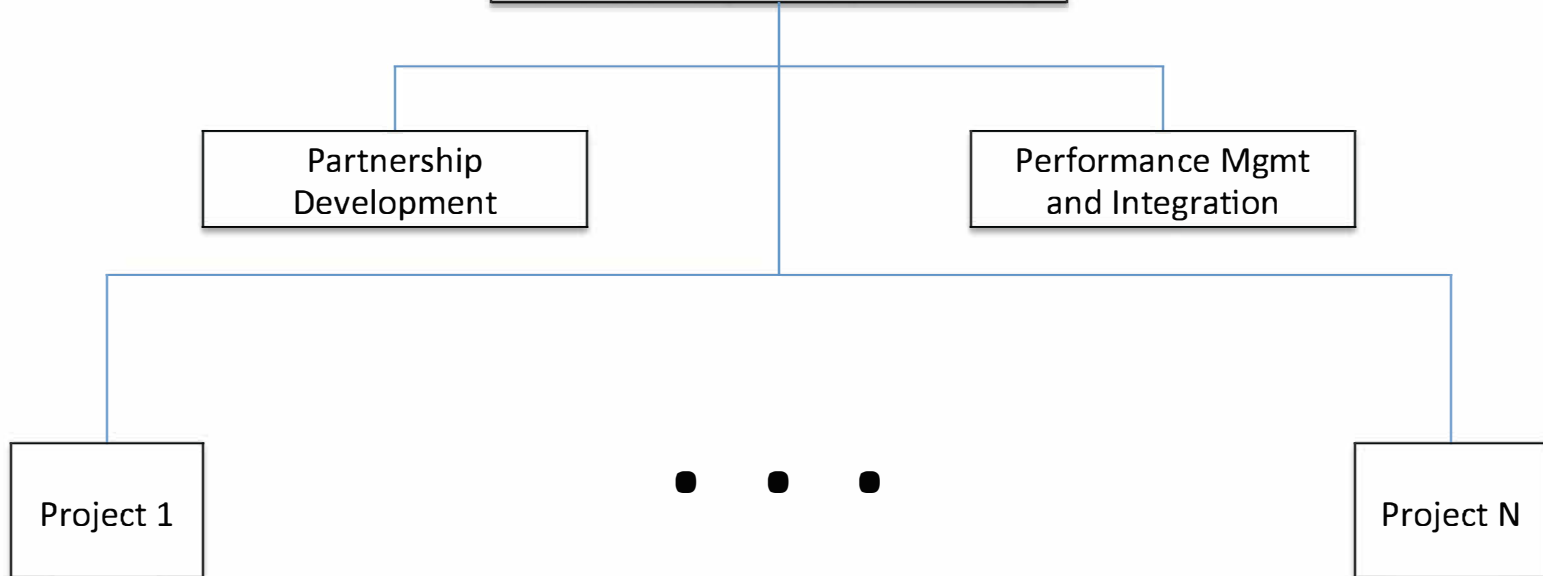
- Creates an organization that is focused on Exploration
 - Includes direct ties to HEO/ESD and AES, SMD, OCT, STMD and promotes integration among their activities where appropriate
- Aggregates complementary capabilities to help define and move down path for exploration
- Aligns performance management and partnerships (PMI, SOPD) with exploration strategy
- Promotes visibility (within JSC) of exploration science and related capabilities like curation and strengthens ties between SMD and HEO
- Provides ability to add or remove projects as HQ and/or programmatic priorities change
- NOT intended to: change/stop any current activities and capabilities or impose a one-size-fits-all management of the activities within directorate

New Organization
(details of organization structure
undefined)

Exploration Integration and Science Directorate

Director: Mr. J. Stephen Stich

- * Chief Technologist (currently exists)
- * Chief Scientist (mentioned, not announced)



Projects/Groups include:

- Extra-Vehicular Activities(EVA) Mgmt
- Advanced Exploration System (AES) Mgmt
- Asteroid Redirect Mission Mgmt
- Exploration Cross Program Integration Support
- Human Spaceflight Architecture Team (HAT)
- Exploration Science
- Astromaterials Research
- Astromaterials Curation

*dotted line to Center Director

Governance

- Continue Senior Staff meeting as a communication vehicle
- Stand up a Council meeting with the following standing representation:
 - Programs and Tech Orgs (WSTF as reqd) – i.e. orgs on 1st and 2nd rows
 - Utilize the remainder of Sr Staff as Ad hoc members as the decision(s) require
- Set up Decision council similar to Program Control board
 - Published agenda
 - Official minutes / actions / decision memos /etc.
 - Meetings occur on a regular basis
 - Participation by key members is required; ad hoc members as the topic requires
 - Interim decisions made, then brought to full Senior Staff prior to finalization
 - Ensure we haven't overlooked something
 - Understand impacts for implementation
 - Finalize decision; next steps defined as appropriate