

CEOS Self-Study

Preliminary Ideas on Implementation: Toward a Refined CEOS

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Overview - Principles

- CEOS is a *productive, active, important, and strong* organization – demonstrated by the act of carrying out the Self-Study, and by the Study's insightful findings and recommendations
- CEOS's ongoing and substantive coordination, scientific, and applications-/user-focused activities cannot - and will not - be curtailed as we address Self-Study recommendations
- While implementation of important Self-Study recommendations will likely lead to refocusing and refinement of responsibilities among CEOS sub-organizations, *all such recommendations will be placed before the existing CEOS Plenary for concurrence*
- The organizational and process changes arising from the Self-Study will be accomplished by November, 2013

CEOS Self-Study:

Five Key Recommendations

Strategic Objectives:

- *Develop a Strategic Plan & Implementation Plan*

Decision-making and New Initiatives:

- *Develop a process for selecting new initiatives*
- *Consider increased hazards/disaster focus*

Organizational Functions:

- *Articulate functions needed to accomplish mission*
- *Consider modifying current structure to better suit functions*

Membership and Participation:

- *Develop process for acceptance of new members*
- *Find out why some members are not participating*

Meeting Objectives:

- *Reduce redundancy, balance reporting with discussion/decisions*

Membership and Participation Issues

- **CEOS is a volunteer organization with more objectives and aspirations than resources**
- **Our objective must be to maximize the contributions and sustained, constructive participation of all members/ associates, not to limit the involvement only to those who are contributing and participating at a high level**
- **We must focus on **ENGAGING, EDUCATING, and EVALUATING** members, especially those who are new or participating at a sub-optimal level**
- **CEOS leadership (Plenary and SIT chairs, CEO/DCEO) should appoint by 1 Dec 2011 an ad hoc task group to address this issue, with the group's report due for consideration/adoption at the March 2012 SIT meeting (overseen by Pat J-J)**

**Meeting Objectives:
Decision-Making and Increasing Organizational
Cohesiveness and Effectiveness**

- **Plenary, SIT, and SEC meetings should make clear contributions to:**
 - **Strategy Development and Internal CEOS Coordination through explicit, predictable decision-making**
 - **Internal CEOS Coordination through 2-way communication between CEOS elements and sub-groups**
 - **Support for, and team-building with, substantive implementers (WG, VC, SBA Teams, SEO, ...) through 2-way communication and addressing of implementer issues/requests**
- **Until otherwise approved by the CEOS Plenary, the CEOS Plenary Chair (Plenary, SEC) and SIT Chair (SIT meeting, Workshop(s)) are responsible for establishing and communicating clear, effective agendas following the lead of the 2011 Plenary**
 - **Tasks can be delegated (CEO, Stephen Ward, support teams) – responsibility cannot be delegated**

Organizational Functions: Clarifying Roles and Responsibilities

- **CSS recommendations regarding deficiencies in the current structure arise from a lack of specificity in the responsibilities of the present CEOS sub-organizations**
 - CEOS Plenary
 - CEOS SIT
 - CEO
 - WG, VC, SBA Teams, SEO
 - *We have evolved to a focus on “who participates in CEOS activities,” without specifying “what sub-organization is **responsible** for carrying out the activity.”*
- **We must assign responsibility for each of the 4 basic activities that span the range of CEOS endeavors:**
 - Substantive space-borne coordination, scientific, and user-focused activities (“CEOS Contributions/Accomplishments”)
 - Top-level strategy development
 - Internal CEOS coordination
 - External CEOS coordination

Strategic Plan, Decision-Making, New Initiatives: Producing 3 New Guiding Documents (1)

- **We cannot produce a Strategic Plan in 2012**
- **We must first address key “Essential Questions”**
 - What constitutes “Success” for each type of CEOS activity? (and when will an activity end?)
 - CEOS scope and strategy (to what extent should CEOS conduct sustained, long-term, routine data provision vs. demonstrate feasibility and generate a proposal to another organization as to how long-term operations could be carried out)?
 - Others ?
- **Strategic Guidance Document (10-12 year longevity)**
- **Implementation Plan (5-7 year longevity)**
- **Work Plan (3-year longevity, updated annually)**

Strategic Plan, Decision-Making, New Initiatives: Producing 3 New Guiding Documents (2)

- **Strategic Guidance Document (10-12 year longevity)**
 - Compilation of Top-Level Objectives and CEOS Principles
 - May be initiated in 2012? (SIT Chair responsibility)
- **Implementation Plan (5-7 year longevity)**
 - Governance, mapping organizational responsibilities to CEOS activity classes
 - Processes and responsibilities for setting priorities
 - Processes for approving new initiatives
 - SIT Chair responsibility
- **Work Plan (3-year longevity, updated annually)**
 - Main focus on substantive coordination, science, and user-benefit activities
 - May also include strategic and organizational studies
 - Annual evaluation of progress presented at Plenary

Top-Level Schedule Thoughts (1)

- **2011 - CEOS Principals send written preliminary comments on the CSS to CEOS leadership (CEOS Chair, SIT Chair, CEO/DCEO, SEC) by 9 December 2011**
- **2012**
 - *Continue to produce on existing CEOS substantive activities*
 - **Conduct Membership Task Force Study – implement resulting process**
 - **Continue, expand, and refine Meeting Objectives clarification and implementation**
 - **Address and answer “Essential Questions” (definition of success, scope of CEOS, ...)**
 - **Use utmost discipline to limit adoption of new CEOS substantive activities/objectives**
 - **Identify and task teams to write the 3 Guiding Documents**
 - **Possibly initiate Strategic Guidance Document**

Top-Level Schedule Thoughts (2)

- **2013**
 - Continue to produce on existing CEOS substantive activities
 - Continue Membership Task Force implementation
 - Continue Meeting Objectives clarification and implementation
 - Produce, evaluate, and adopt 3 Guiding Documents:
 - **Strategic Guidance Document** (10-12 year longevity)
 - **Implementation Plan** (governance & processes; 5-7 year longevity)
 - **Work Plan** (3-year longevity, updated annually)