

# BLUEPRINT

## Driving Transformational Change at BNL



**U.S. DEPARTMENT OF ENERGY**

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# Topics

- How We Got Here
- What is Blueprint
- Oversight Approach
- Keys to Success



# How We Got Here

- Negative Trends and Events
- Not Another CAP
- Collaboration → Ownership
- Leadership Action Plan → Blueprint



# **What is Blueprint**

- Cultural and Operational Changes
- **ONE LAB, ONE TEAM, ONE MISSION**



# **What is Blueprint (con't.)**

## **PORTFOLIOS**

1. Organization Changes
2. Leadership Effectiveness and Individual Performance Management
3. Engineering, Construction and Facility Management
4. Safety and Operations Excellence
5. Performance Management
6. Communications
7. Interim Compensatory Actions
8. Project Management and Governance



# **DOE / BSA Oversight**

- Performance Monitoring Committee
- Weekly Briefings
- Monthly Reports
- Bi-Monthly Reviews



# **Keys to Success**

- Ownership
- Projectized
- Communicate, Communicate, Communicate