

## **NHERI Communications Improvement Through Contingency Planning Cycle Implementation**

### **1. Overview**

To further improve the efficiency and effectiveness of the NHERI network, communication between sites, and to more fully realize the leadership role of the NCO, the FSOC has enlisted the expertise of Sealed Mindset CEO, Larry Yatch. Mr. Yatch has extensive experience in building a leadership culture, high functioning teams, and effectively planning and executing team projects as part of his 10 year career as an officer in the Navy SEALs.

### **2. Course teaching staff background**

Lawrence Yatch, a graduate of the U.S. Naval Academy and a ten-year veteran of the U.S. Navy SEALs, has been a leader while serving in extreme environments across the globe. Now, as an entrepreneur in the field of leadership development, corporate contingency planning, and personal safety, Mr. Yatch has applied the lessons learned from these experiences to develop thought-provoking speeches, processes for implementation across a workforce or executive team, and workshops designed to align decision-making, reinvigorate cultures, and improve team performance.

Mr. Yatch has received many awards, to include the Navy and Marine Corps Commendation Medal with a “Combat V” for Valor in Battle “above and beyond the call of duty,” the Achievement Medal for innovation in SEAL combat tactics, the Global War on Terrorism Expeditionary Medal, and the Humanitarian Service Medal for relief efforts in East Timor and Sri Lanka.

Mr. Yatch uses his operational and strategic leadership experiences acquired at the Naval Academy and during his decade with the Navy SEALs to provide guidance and training to the corporate world in matters of leadership development, innovation, contingency planning, mindset and motivation, and security.

### **3. Contingency Planning Cycle**

The Contingency Planning Cycle (CPC) is an effective tool for planning projects and addressing problems with a team focused method that has been proven effective by the Navy SEALs and in corporate environments. It consists of five phases:

Phase 1: Define the Desired End State

Phase 2: Define Courses of Action

Phase 3: Contingencies

Phase 4: Detailed Planning

Phase 5: After Action Review

### **4. Activities**

To date, Mr. Yatch has introduced the concepts of the CPC as well as the tools for Phase 1 to the NHERI NCO and three of the EF managers. He has also guided the FSOC and the EF managers through

completing a Desired End State for addressing the problem of improving communication between research teams, the EFs, and the NCO. This supplement will provide funding for teaching the remaining three Phases of the CPC to the FSOC and three EF managers in a series of remote sessions, who will then facilitate training the remaining EF managers in the methods and tools. Through this training, the team will complete the work and planning necessary to reach the following Desired End State that was defined in Phase 1:

We hold an obligation to provide open, transparent, equitable access and scheduling at NHERI facilities, which will create an environment where researchers feel confident and empowered to take on bigger research projects because they are able to conduct efficient and effective research, enabling a greater impact.

After this initial training with three NHERI EFs, the FSOC will facilitate training the remaining EFs on the methods and tools of Phase 1 of the CPC. Next, Mr. Yatch will present the methods of the CPC at the NSF Large Facilities Workshop on April 30 through an overview presentation and breakout sessions which will be facilitated by the NHERI FSOC and EF managers. In these sessions, NHERI personnel will perform a leadership role within the NSF LFO in sharing the lessons learned and best practices resulting from implementing Phase 1 of the CPC at their facilities prior to April 30.

After the NSF LFW, Mr. Yatch will provide training to NHERI EFs through five, 2-hour remote training sessions to complete the training of the remaining phases of the CPC and provide NHERI EFs with the methods and tools they need to implement it at their facilities. The results of this training will be a consistent, effective method of planning projects, addressing issues, communication between research teams, and sharing of lessons learned and best practices among the NHERI sites. This will further result in more efficient leadership, communication, project scheduling, and use of NSF resources at NHERI sites.

## **5. Summary of the scope of the proposal**

This proposal requests resources for five, 2-hour training sessions (sessions will be remote video teleconferences, no travel support is required) with three NHERI EF managers and the FSOC, followed by access to software provided by Mr. Yatch to capture plans executed using the methods of the CPC. The software will be provided at no additional cost. Training will encompass the five phases of the CPC and implementing them using real work at NHERI focusing on improving communication, scheduling, and efficient use of resources.

### **Budget**

	<b>Year 3</b>
<b>Personnel- Larry Yatch</b>	
Five 2-hour virtual training sessions with NHERI EFs and NCO	5000
Preparation for training sessions	2500
Software Beta Version	0
<b>Indirect Costs</b>	2850
<b>TOTAL</b>	10350.00