



Savannah River Site M&O Contract Transition: Achieving Readiness on Day One

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Taking Precautions

Preparing for the onset of transition

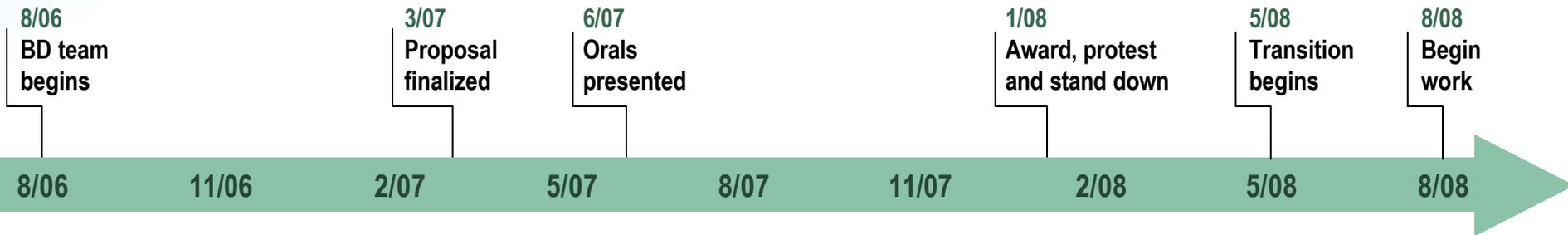
Fleet Admiral Chester Nimitz on seamanship:

“The time for taking all measures for a ship’s safety is while still able to do so. Nothing is more dangerous than for a seaman to be grudging in taking precautions lest they turn out to have been unnecessary. Safety at sea for a thousand years has depended on exactly the opposite philosophy.”

-- Fleet Admiral Chester Nimitz
December 1944

The Situation

Preparing to win one of DOE's "crown jewels"



Outcomes

Hire workforce, earn trust, conduct due diligence,
gain Site knowledge, obtain authorities

Prepare

Planning for transition during the proposal process

- **Study history**
- **Establish team, including orals coach and gather off Site**
- **Hire experienced transition manager**
- **Benchmark – visit other sites**
- **Risk review**
- **Practice**

The Structure

Safe conduct of operations from every step

- **Prepare**
- **Mobilize**
- **React**
- **Execute**
- **Report and assess**
- **Integrate**

Mobilize

Getting ready to roll

- **Buddy system**
- **Scout ahead**
- **Incumbent assistance**

React

Rolling with the “punches”

- **Plan for protest**
 - Transition facility
 - DOE transition structure
 - Employee records
 - Benefit arrangements
 - Budget target
- **Baseline, transition observations, proposal suggestions**

Execute

Good planning pays off

- **Projectize**
- **Mapping was critical path ... it took a long time**
- **Communication channels worked**
- **Legal work load**
- **Ramp week 4 not 3 ... role of good preparations**
- **Listen**
- **Paperless offers**

Report and Assess

Minimizing mid-stream changes

- **No surprises**
- **Assess**
 - Red team
 - Risk review
 - Benchmark
 - Stakeholders
 - Parent reviews
- **Check points**

Role of Integration

Teamwork essential to success

1. Core team

2. Transition manager

3. Transition team

4. DOE

5. Protest team

6. Incumbents

7. Workforce

Summary

Back to Nimitz

- **Safety is part of everything we do**
- **Nothing is more dangerous than for a seaman “or executive” to be grudging in taking precautions lest they turn out to have been unnecessary**