5-YEAR GOAL 1

Provide unmatched value to our sponsor, clients and Nuclear Security Enterprise partners that builds trust in our ability to counter global threats

MILESTONES

1.1 **Energize the workforce** on the unique role of Sandia as a national laboratory

Susan Seestrom
Sarah Allendorf

1.2 Assess the barriers to **innovation at Sandia**

Deborah Frincke & Steve Girrens
Basil Hassan & Reno Sanchez

1.3 Reinvigorate our **role as system integrator** across the Nuclear Security Enterprise

Laura McGill
Brad Boswell

5-YEAR GOAL 2

Radically improve how we deliver the mission

MILESTONES

2.1 Accelerate hardware and software delivery through **digital engineering**

Rita Gonzales & Justine Johannes
Ernie Wilson

2.2 Establish a framework of **consistent project management execution** for exceptional product delivery in all programs

Laura McGill & Scott Aeilts
Evelyn Serna & Colin Smithpeter

2.3 Assess the barriers to **consistency in tools and practices** for electrical component development

Steve Girrens
Reno Sanchez

2.4 Evolve our business practices to reduce Sandia's exposure to unprecedented global supply chain risk and **improve our supply chain resilience**

Scott Aeilts
Louis Griego

5-YEAR GOAL 3

Empower Sandians to optimize mission delivery and position Sandia as a premier employer of choice

MILESTONES

3.1 Enhance the **compensation program**

Brian Carter & Steve Girrens
Rob Nelson & Dave Sandison

3.2 Enhance our approach to **talent acquisition**

Brian Carter & David Gibson
Rob Nelson & Michelle Stevens

3.3 Assess Sandia's **organizational culture** to ensure it informs the Labs' strategic direction

Brian Carter & Jeff Heath
LeAnn Miller, Esther Hernandez, & Lorenzo Gutierrez

3.4 Redesign our **performance management** program

Brian Carter & James Peery
Dan Sinars, Justin Poore, & Rafael Gonzalez

5-YEAR GOAL 4

Build a hybrid work environment for mission success

MILESTONES

4.1 Evolve **Information Technology infrastructure and services** for hybrid work

John Zepper
Tom Trodden & Chrisma Jackson

4.2 Create one to two hubs that demonstrate **remote execution of classified** work

Andy McIlroy
Jen Gaudioso

4.3 Foster Sandia's cultural transition to a long-term **hybrid work model**

Jeff Heath
Krista Smith