

Open the Hatch - Your ideas could change the innovation game!

An Office of Personnel Management survey, "2013 Best Places to Work in the Federal Government Analysis: Innovation," noted innovation across the federal government has been in steady decline since it was first measured in 2010. Although 90 percent of the employees surveyed reported that they are constantly looking for ways to do their job better, only 54.7% feel encouraged to do so and 33.4% believe their organization rewards creativity and innovation (Fig 1-1). The trend is alarming, and although the Department of the Navy (DON) currently ranks fifth among the top 18 largest federal organizations, it only maintains its ranking as a result of a few innovation-focused organizations

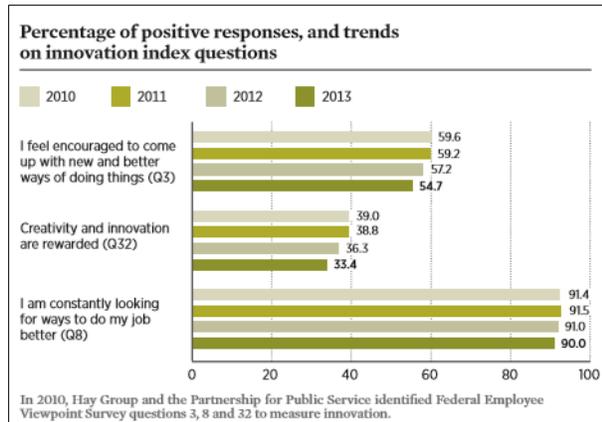


Figure 1-1

– all ranking in the top 100, or top-third, of federal agency subcomponents surveyed (Fig 1-2).

Innovation rankings			
LARGE AGENCIES			
Rank	Agency	Innovation Score (2013)	Point Change (2012-2013)
1	National Aeronautics and Space Administration	76.0	-0.5
2	Department of State	65.4	-2.2
3	Department of Commerce	63.5	-1.0
4	Department of Health and Human Services	62.7	-1.0
5	Department of the Navy (tie)	61.6	-2.9
5	Environmental Protection Agency (tie)	61.6	-4.5

Figure 1-2

"The bottom line is that federal workers are motivated to improve the way they do their work, but they do not feel supported by their organizations."

-Partnership for Public Service, 2014

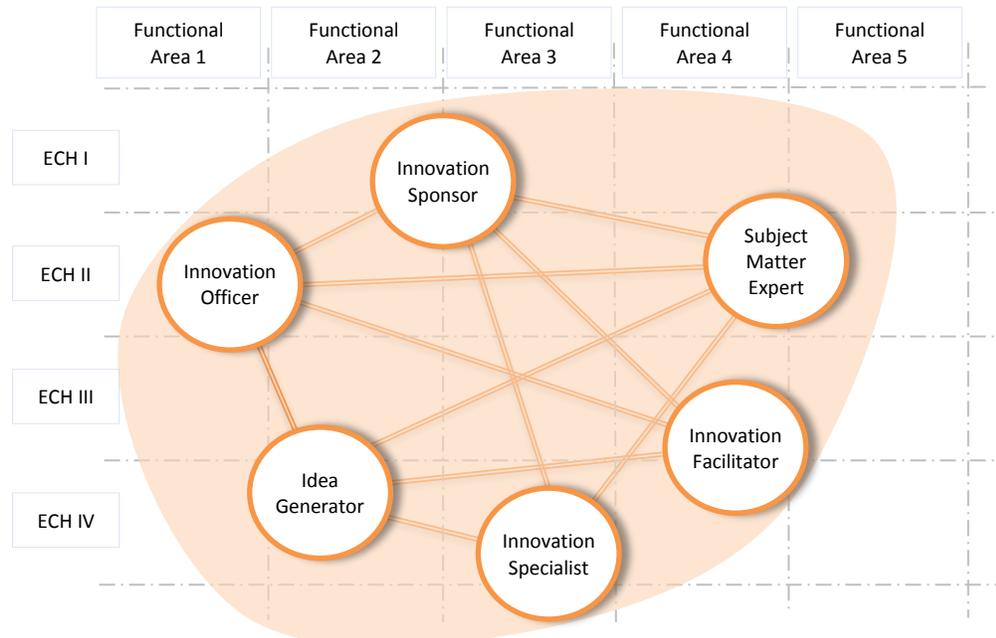
The DON has historically been known as an innovative organization, but much of its efforts have been isolated. Connecting these pockets will be necessary to enable the culture of innovation that will allow us to remain a relevant, effective fighting force.

This past January, Secretary of the Navy Ray Mabus put together a group of innovators from across the Navy and Marine Corps to develop a DON innovation vision. This group, known as Task Force Innovation, quickly identified the need to connect innovative people and

organizations, and to reinvigorate antiquated incentive programs.

The SECNAV published his Innovation agenda in April, and the first order of business was to create the Naval Innovation Network (NIN). The establishment of the NIN is well underway as a group of experts from over 20 DON organizations are designing a backbone that fosters a culture of innovation and increases awareness of innovative efforts across the enterprise by spotlighting best practices, sharing lessons learned, and creating a link between the creativity of the DON workforce and the resources necessary to implement innovative solutions.

One of the key objectives of the NIN is to recognize and harness the innovation that can occur at any level and throughout the DON. As illustrated in Figure 1-3, a member within any level organization and performing any given function could play a key role in innovation. Each individual is dependent on others throughout the DON to collaborate on and refine ideas. Without this network, it becomes more difficult for innovative ideas to advance toward implementation.



The DON Innovation Network leverages the workforce throughout the organization at all levels and in all areas

Figure 1-3



One of the first features of the network is the new DON ideation platform, the "Hatch." The Hatch is an accessible, virtual collaboration forum where innovators can submit their creative ideas for improving the DON. In the Hatch, ideas can be refined through crowdsourcing and further

developed by local innovators and subject matter experts.

The DON workforce can establish an account using their .mil, .gov, and military .edu email addresses. Once an account is created, the innovator will be able to submit and monitor ideas through their work or personal desktop, laptop, tablet, or smartphone.

The Hatch is a continuation of the CNO's highly successful initiative to Reduce Administrative Distractions (RAD). The RAD ideas and user profiles are fully integrated into the Hatch.



REDUCING ADMINISTRATIVE DISTRACTIONS

The NIN working group is currently developing an efficient, yet collaborative and transparent, process to ensure all ideas are evaluated fairly.

An incentive/rewards structure will be developed to recognize those who submit ideas, actively collaborate and advance ideas through

How can you be involved?

- Submit an idea
- Vote ideas up or down
- Elaborate on ideas
- Take the contrarian point-of-view
- Influence the solution



INNOVATION RECOGNITION (CHALLENGE)

development and implementation. One of the first “challenges” within the Hatch will be focused on the incentive/rewards program, and we need your input to ensure success.

Whether you have an innovative idea, a solution to reducing administrative distractions, or a creative proposal for how we can recognize top contributors, enter the Hatch and start participating.

The SECNAV is calling for your innovative ideas – will you accept the challenge?

<https://doninnovation.ideascale.com/>

Challenge the force... change the game!