Organization and Human Assets Planning – Process Diagram

October - January

Review/Verify Strategic Skills Needs/Forecasts/Future Mission Shifts
- Annual Lab Plan (1-10 yrs)
- Fermilab Strategic Agenda (2-5 yrs)
- Sector program Execution Plans (1-3 yrs)
- HR Strategic Plan (1-3 yrs)
- Current hiring Lists (1-2 yrs)
- Succession Plans (1-x yrs)

Update/Validate Strategic Staff Profiles
- Engineering
  - Cryogenic
    - Liquid He
    - Liquid Ar
    - Cryostats/SC Magnets/SRF
  - RF Power
  - Application Specific Integrated Circuits
  - Targetry
- Scientific
  - TBD
- Support
  - Project Managers (including L-2)
- Lab Leadership/Development (High-flyers)

January - April

Identify Gaps to Fill & Strategies
- Overall Staff Level
- Overall Skills Mix

May - July

Staff Action Plans to Meet Missions
- Recruitment Plan (1-2 yrs)
- Training/ Development Plan (1-3 yrs)
- Key Leaders (ReadyNow/Ready Future)
- High Potential
- Mission/Critical Skills Fill Lists
- Pipeline (Fellowships, Accessions)

August - September

Review/Modify Organizational Structure to Optimize Skills Support