

# STRATEGIC ALIGNMENT

## **The Organization**

The Department of Energy is the U.S. Government agency responsible for nuclear weapons production and energy research and the cleanup of hazardous and radioactive waste at its sites. With an annual budget of \$18 billion, the Department of Energy is charged with addressing issues of extraordinary technical and scientific complexity and diversity. DOE employs almost 16,000 Federal workers and over 100,000 contractors; it owns and manages over 50 major installations located on 2.4 million acres in 35 states, making it the Nation's fourth largest Federal landowner.

## **The Need**

DOE faced multiple performance and management challenges, including the development of staff to meet human resource challenges. Nearly half of its current R&D managers were eligible to retire within five years. There were serious gaps in needed skills due to significant downsizing, and there existed virtually no pipeline to develop future managers.

## **The Customized Solution**

DOE came to Palatine Group for a training solution that would help managers focus on the underlying management issues, set strategic alignment goals, and help improve DOE's processes for project management. Palatine conducted extensive interviews, surveys and assessments, reviewing DOE project management methods, practices and policies. Palatine Group designed a customized business solution to reflect DOE's PM processes and delivered two compelling, real-world business simulation workshops – Project Leadership and Enterprise-wide Project Management. The simulations helped participants to align resources with agency priorities,

streamline operations, reduce costs, and helped users focus on management of and acquisition of large facilities to better adhere to project schedules and budgets. The 5-day program provided professional development accreditation.

**Impact:**

The Palatine Group DOE simulation is consistently rated the highest workshop within DOE's professional development program and has been used by over 300 project managers. As a result, the client's department has made significant progress in aligning resources with department priorities and has accomplished many of the strategic alignment goals.

**About Palatine Group**

Founded in 1976, Palatine Group is a leader in Project Leadership and Project Management simulations and technology-based learning solutions. For 30 years, Palatine has helped its clients accelerate their organization's performance, providing measurable results, along with increased profits. Palatine has trained over 50,000 managers, and is the first private company to launch computer-based business and project management simulations.