

Expectations Break-Out Group Summary

What we expect to accomplish?

- More cohesive division, more integrated, clear identify
- Better understanding of staff needs and input on how to move forward
- Criteria on performance evaluations: needs to be much clearer/transparent for Fed & CIMAS
- Free flow of info/participation
- Civility
- Great ideas
- Who are we?
- Identify strengths and weakness of HRD and the based on that come up with a plan
- Establish a unified goal
- Formulate a strategy that addresses budget issues that allows us keep current personnel
- We need to balance research priorities with need to obtain outside funding and proving our importance as unique scientific/research agency
- Establish a vision
- To have a deeper understanding of everyone's projects more communication
- Clear up misconceptions/miscommunications
- Define HRD goals for next 5 years: How much of it can we set?
- Get to know people better
- Voice some of my concerns
- Future direction of HRD (now HFIP and IFEX, but what after?)
- Is there any long-term commitment to CIMAS employee from HRD?
- Clear understanding of the funding situation with numbers (short vs. long term)
- HRD research goals for the next 5 years
- Support for proposal writing
- Nothing will change
- Improve inter-personal skills with better communications
- More understanding about where HRD stands and where is going
- HRD be more responsive to regional problems

What do we expect after the retreat?

- Solutions/suggestions to be followed through
- Clear list of action items to address
- Clearly defined process by which we can implement solutions/ideas that is inclusive –teams or structure to implement solutions that all can agree
- Follow-up plan and plan for another retreat
- A clear plan based on meaningful input from the group that is followed
- Define individual contribution to vision as member of group or team
- Better communication, how to avoid duplication of efforts
- Improve overall communication and camaraderie at HRD

- Clarified career path for employees
- Clear direction for CIMAS
- Research direction
- Improved outlook for CIMAS employees
- Better communication
- Clear list of action items and accountability
- More funding opportunities
- No action from management and staff
- The same results from previous retreats i.e. there is no accountability for the action plans
- A clear plan to move forward