

The reorganization of GCMRC: Oct 9, 2003

Jeff Lovich



Why reorganize?

- **Always be content with what you have, never with what you are.**



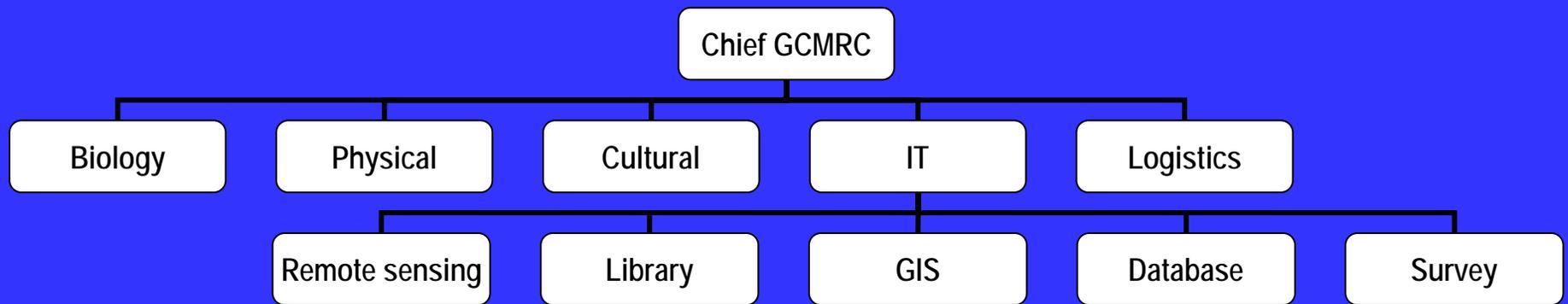
Why reorganize (cont)

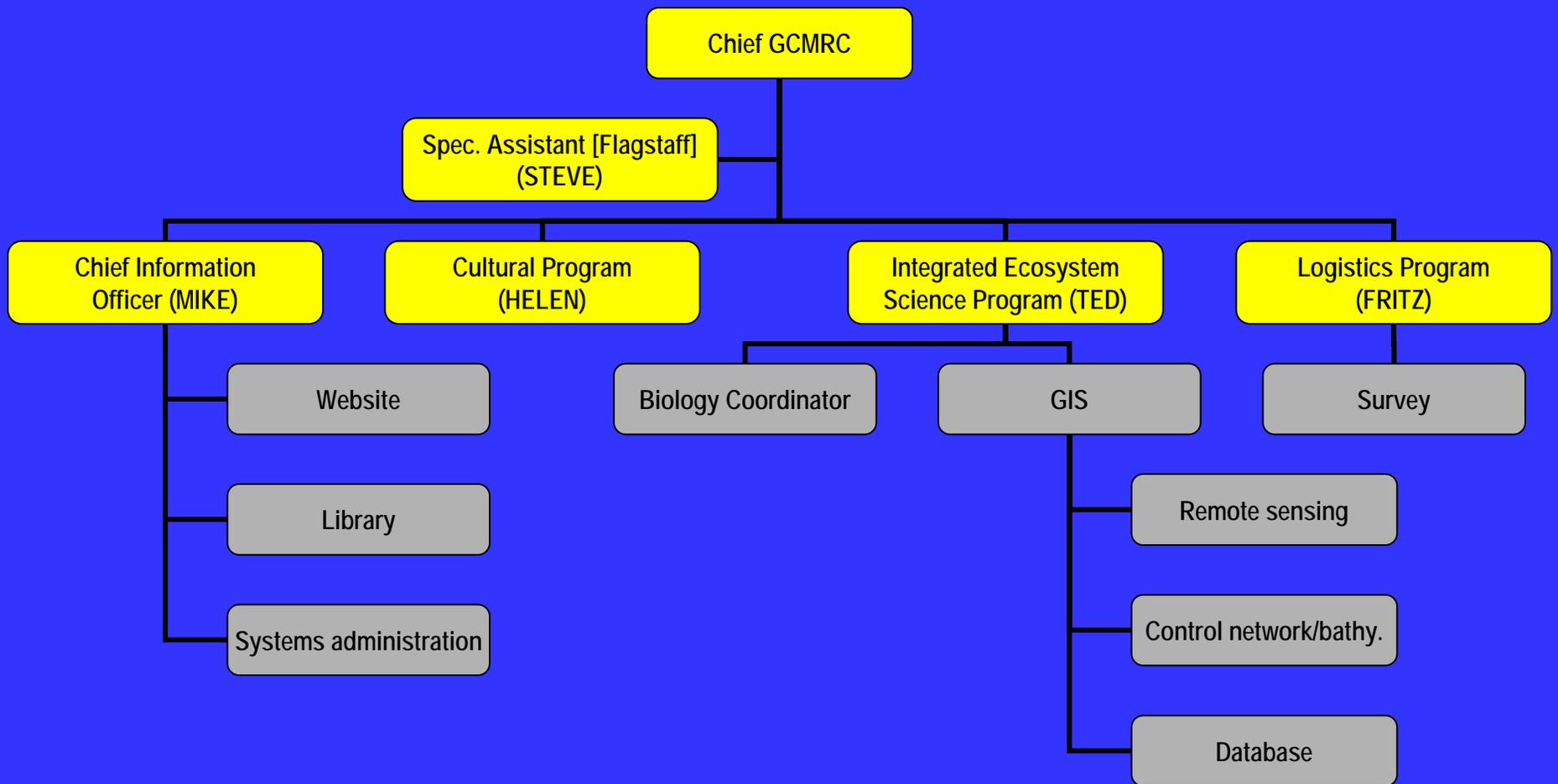
- **"We trained very hard, but it seemed that every time we were beginning to form into teams, we would be reorganized. I was to learn later in life that we tend to meet any new situation by reorganizing, and what a wonderful method it can be for creating the illusion of progress while producing confusion, inefficiency and demoralization."**

Gaius Petronius AD 66

Why we reorganized

- **Promote opportunities for integrated science**
- **Place support functions in closer proximity to the science they support**
- **Increase efficiencies**
- **Change from a program- to a center-oriented focus for GCMRC**





Implementation and assessment

- **Instituted Oct 9, 2003**
- **Operational plans in 30 days**
- **Organization Assessment**
 - **6 months**
 - **12 months**
- **Can be readjusted in the spirit of adaptive management**