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Innovation Reimagined
Accelerated Tech Innovation Model

WRT-2609

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Overview

Objective: Develop an operating model that accelerates tech innovation

Challenge
Global pressure on our industrial base as supply chain costs surge and technology disruptions are accelerating

Gap
Speed of adoption is critical to remain competitive - laggards falling further behind

Solution
An end-end accelerated technology innovation model to solve critical needs

Approach
6-month rapid innovation programs to capture quick wins and build long-term momentum

Approach: *Rapid Innovation Anchored on 5 Sequential Steps*

Rapid innovation model

1. SET TOP-DOWN VISION



- Articulate Tech forward vision-board; 3-5 years into the future

2. DEFINE BOTTOM-UP NEEDS



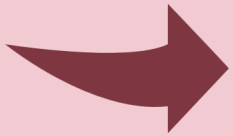
- Define detailed business requirements

3. DISCOVER SOLUTIONS



- Discover 300+ startups
- Engage 15-20 startups (usually a Silicon Valley immersion)

4. INITIATE RAPID PILOTS



- Stand-up cross-functional team
- Initiate 5-10 rapid-pilots

5. BUILD CASE TO SCALE



- Frame 1-3 business cases for go/no-go decisions

Step 1: *Aligned with the Marines Depot* on 4 HR focus areas*

HR | Compliance

***Marines Depot*: HR Operations priority focus areas**

External experts & internal leaders jointly build:

1. **Top-down Vision for a more intelligent and automated future state in 3-5 years**
2. Detailed bottoms-up understanding of near-in needs

1. People Planning

Plan the workforce against current and future facility priorities e.g., workload, skill set etc.

2. Talent Sourcing

Gain access to the right talent

Accelerate and automate the application processes - From application To offer

3. Knowledge capture

Access manuals and experts via Smart knowledge capture and retrieval.

Access real or virtual experts remotely for real-time activation

4. Communication

Access manuals and experts via Smart knowledge capture and retrieval.

Access real or virtual experts remotely for real-time activation

* Met in Albany Georgia with the head of HR/operations

Step 2: *Detailed Briefs to Source Precise Solutions*

External experts & internal leaders jointly build:

1. Top-down Vision for a more intelligent and automated future state in 3-5 years
2. **Detailed bottoms-up understanding of near-in needs**

HR | Compliance

***Marines Depot:* HR Operations priority focus areas**

Focus Area: 1. People planning

Problem statement	Use cases	Tech requirement

Plan the workforce against current and future facility priorities
- e.g., workload, skill set
- e.g., peace vs war
	System of record fact base:
	• **End-to-end tracking of all certifications and qualifications:** Single view of who holds which certifications, when they expire, and where coverage intervention is required.
	• **Retirement and attrition risk mapping:** Identify roles and individuals approaching retirement or with high turnover risk.
	Scenario planning
	• **Peak and surge planning:** Model seasonal and/or surge demand and plan the mix of civilian, military and contractor labor per scenario (i.e., peace vs war)
	• **Workload-to-workforce forecasting:** Translate future maintenance demand intro discrete scenarios. Translate anticipated workload into clear headcount requirements by skill, shift & time period, and flag gaps weeks, months & years ahead
	Career Development to meet scenario plans
	• **Skills mapping and career pathways:** Map each employees current skills against future requirements - by level and capability
	  • Help employees see what it takes to advance to the next level
	  • Help employees build custom development plans	

Step 3: *Tech Discovery Phase*

1. **Network of 100+ leading VCs**



2. **Filter ~500 potentially relevant solutions**

Advanced database of >5,000+ screened solutions

3. **Meet 10-15 solutions**

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4. **Select 3-5 startups to pilot**

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5. **Select successful pilots to scale up**

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Next Steps

- Work with **Marine Depot HR leaders** to select the right solutions to pilot
- Partner with **Marines Depot IT team** to build rapid-pilot process (NDAs, cyber security reviews etc.)
- Launch **technology pilots**

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Thank you!

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