Engaging a Multi-Generational Workforce

2016 Global Summit of Women

Kimberly Admire | Chief Human Resources Officer
Science Applications International Corp. (SAIC)
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Science Applications International Corp. (SAIC)  
Who We Are

- Technology Integrator Specializing in Technical, Engineering, Intelligence, and Enterprise IT Services to the U.S. Government
- Company Less Than 3 Years Old with 46-year History
- Headquartered in McLean, Virginia
- Annual Revenues of About $4.5 billion
- Highly Skilled Workforce of More Than 15,000 Employees
  - 37% Baby Boomers
  - 36% Generation X
  - 22% Millennials
- Almost 70% of Employees Work at Customer Sites
Challenge = Opportunity

**THE CHALLENGE**

- Brand (or Rebrand) SAIC as an Attractive Career Destination
- Attract and Retain Talent in an Increasingly Competitive Environment
- Ensure SAIC Employees have the Skills Needed to Deliver for Our Customers
- Reinvigorate and Reengage Our Workforce

**THE OPPORTUNITY**

- Craft a New Vision, Mission & Core Values that Enhance the SAIC Brand Internally and Externally
- Focus on Enhancing SAIC’s Culture of Inclusion and Effectively Leveraging Our Diverse Workforce
- Implement Approaches to Foster Spirit of Collaboration and Innovation Across the Enterprise
- Improve Employee Engagement by Investing in Our People
SAIC Approach to Multi-Generational Engagement

1. Shape Culture

2. Involve Leadership

3. Engage New Hires

4. Foster Innovation

5. Support Community
1. Shape Culture

- Conducted a “Listening Tour” to Gain Insight into How Our Employees Viewed the SAIC Culture
- Launched a Differentiation Initiative to Develop a Set of Aspirational Principles for the Organization
- Engaged Employees in a Competition to Develop a New Tag Line
- Recognized Winners at Senior Leadership Summit Whose Recommendations Contributed to the New Campaign
1. Shape Culture - Redefining Ingenuity
2. Involve Leadership

• Implemented Strategic Initiatives Focused on Retaining Talent in Key Areas Including Early Career
  – Developed Success Metrics
  – Report Progress on Initiatives in Quarterly Leadership Reviews

• Increased Awareness of Generational Differences at Annual Leadership Summit
  – Engaged Keynote Speaker with Expertise in Leading a Multi-Generational Workforce
  – Included Multi-Generational Panel to Provide Insight into Workplace Dynamics

• Conduct All Hands and Skip Level Meetings to Continue to Gain Insight
3. Engage New Hires

- Launched New Employee Onboarding to Include Assignment of Mentor/Buddy
- Reshaped New Employee Orientation to Include Senior Executive Engagement
- Developed New Hire Cohort Program “Resources to Inspire, Socialize & Educate (RISE)” to Engage Entry Level Professionals
  - Launched with “Class of 2015”
  - Promoted Networking
  - Provided Visibility/Engagement with Senior Leadership
  - Included Community Service
- 2015 RISE Class Serving as Mentors for Class of 2016
4. Foster Innovation

• Support Technical Competitions
  – Focus on Developing Technical Solutions Using Innovative Technologies/Capabilities
  – Foster Cross Generational/Cross Functional Teaming
  – Gain Insight/Experience Leveraging Technology to Solve Real Problems
  – Provide Recognition for Most Innovative Solutions

• Foster Mentoring
  – Implemented Roundtable Mentoring to Enhance Technical and Leadership Capabilities
  – Leverage Reverse Mentoring to Transfer Latest Technologies to Seasoned Workforce
4. Foster Innovation (cont.)

• Technical Weekends/TechX
  – Weekend Technical Conferences with “Ted Talk” Format
  – Internal Expos to Showcase Capabilities to Board/Employees

• Take Your Child to Work Day
  – “Hands On” Demonstrations of Organization’s Technical Capabilities
  – Provided Learning for Children and Employees
5. Support Community

- Employees “Give Back” to Community at Local and National Events
- RISE Cohorts Select Charity to Sponsor as Group
- Corporation Sponsors Programs Aligned to Our Strategy and Important to Our Customers
  - “Feeding America” Campaign to Support Important Mission and Promote Healthy Competition
  - Operation Homefront to Support Military and Their Families
SAIC’s Approach to Employee Engagement

1. **Shape Culture**  
   Focus on Shaping a Culture of Inclusion that Respects & Values Diversity

2. **Involve Leadership**  
   Enhance Leadership Skills and Provide Resources to Lead a Multi-Generational Workforce

3. **Engage New Hires**  
   Leverage Opportunities to Engage Our Workforce Starting with Day One

4. **Foster Innovation**  
   Create an Environment that Encourages Employees to Collaborate and Celebrates Innovation

5. **Support Community**  
   Enable Employees to Give Back in Ways that Add Value to Our Customers, Our Company, and Our Communities