

TALKING POINTS – “12 Actions for Change”

- The disastrous impact of Hurricane Katrina on the Gulf Coast along the Gulf Coast – and the New Orleans-area in particular – was a wakeup call for the Corps, the nation and the engineering profession.
- Exhaustive analysis by the Corps-commissioned Interagency Performance Evaluation Task Force and other teams into the performance of the Greater New Orleans Hurricane Protection System during hurricanes Katrina and Rita yielded a number of lessons learned that pointed to the need for organizational changes to better serve the nation.
- The “12 Actions for Change” were developed from the analysis done by the Interagency Performance Evaluation Task Force, American Society of Civil Engineers, National Science Foundation-sponsored team, and Louisiana State University in the aftermath of Hurricane Katrina, and earlier internal and external evaluations of the organization.
- A changing nation and world require all organizations to transform and embrace change if they are to successfully meet today’s challenges and be prepared for tomorrow.
- The “12 Actions for Change” demonstrate the Corps’ recognition that the organization has to transform and evolve to meet the changing needs of the nation and its Armed Forces.
- The Corps has already implemented several ongoing operational and process changes in response to prior internal and external reviews of the organization. The “12 Actions for Change” are another step in that ongoing evolution.
- The Corps must be adaptable, flexible and responsive if it is to be successful across its many mission areas.
- Transformation and change do not happen immediately. They take time, resources and commitment – from inside and outside the organization.
- These actions to transform the Corps are very important to the ability of the organization to effectively continue to serve the nation. We will first resource this transformation by reprogramming funds within existing authorities.
- The Corps will program in future budgets for the resources needed to implement these actions. We fully understand that the nation has many competing needs to fill within the budget.
- The “12 Actions for Change” provide a common framework for the work done by the organization across all mission areas.
- The “12 Actions for Change” are organized under three overarching themes:
 - Effectively implement a comprehensive systems approach;

- Communication;
- Reliable public service professionalism.

- The 12 Actions support the three USACE Campaign Plan goals:
 - Support Stability, Reconstruction, and Homeland Security Operations
 - Develop Sound Water Resources Solutions
 - Enhance Life Cycle Infrastructure Management

- The Corps' emergency response requirements in the aftermath of hurricanes Katrina and Rita and the IPET analysis demonstrated the interdependence of the three campaign plan goals. The "12 Actions for Change" bridge those three goals and will provide the guidance on how to successfully accomplish those goals.