

2009 Culture Survey results released; DDC workforce voices heard

By Stacy L. Umstead, DDC Public Affairs

The 2009 Defense Distribution Center, or DDC, results of the Defense Logistics Agency, or DLA, Culture Survey are in with an overall 80 percent response rate -- the highest response rate since the 2003 Culture Survey began!

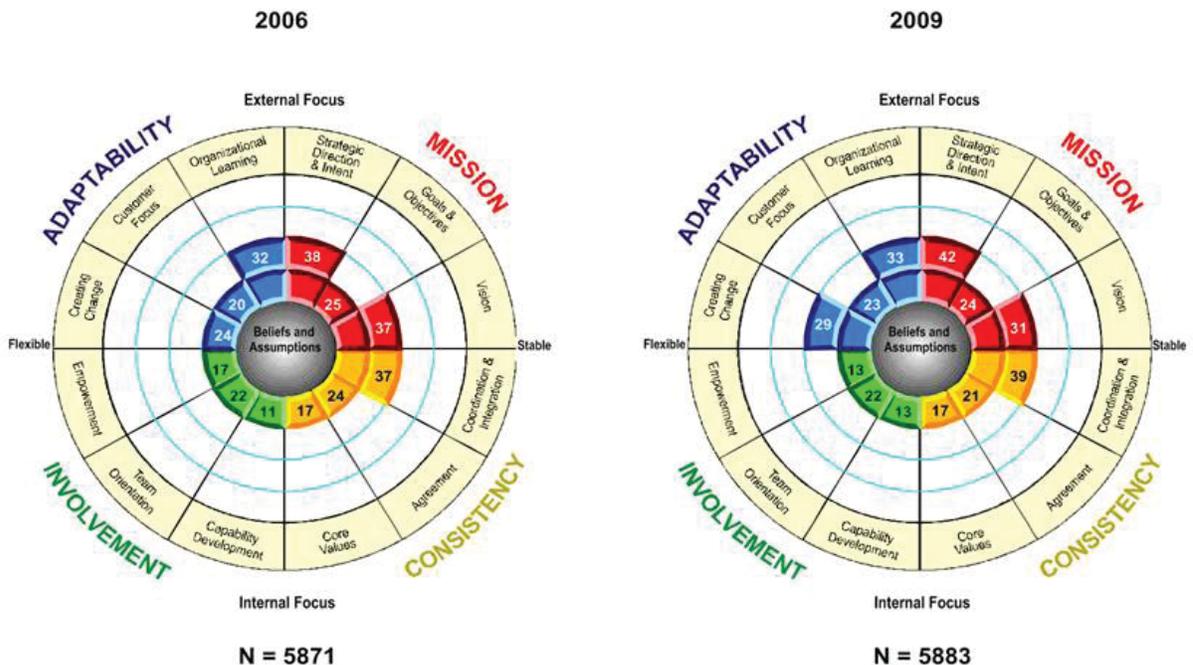
“The DDC workforce chose to have their voices heard,” said United States Marine Corps Brig. Gen. Peter Talleri, commander for the DDC. “Our overall participation rate was outstanding, especially considering the unique challenges throughout our worldwide organization.”

The Culture Survey assesses the organization’s culture and its impact on the workforce’s ability to perform at maximum potential.

DLA used the Denison Organizational Culture Survey to conduct the employee survey. With 60 Denison questions as well as DLA-specific questions, employees spoke out regarding their views on the model’s measures of mission, adaptability, involvement and consistency. Each quadrant within the model was further broken down into three cultural and leadership traits for a total of 12 traits.

“Overall, DDC has improved in 6 out of 12 of the cultural traits,” said Kevin Cummings, program manager for organizational development. “We have shown progress in capability development, creating change, customer focus, strategic direction and intent, organizational learning and coordination and integration. Most importantly, the DDC organization has been continually improving each year since the

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original 2003 Culture Survey,” said Cummings.

Communication of the results is currently underway at DDC’s 25 distribution centers and the DDC Headquarters. “Communication from our senior leaders was critical during the administration of the survey and it will continue to be a critical element as we move through the analysis phase to developing and implementing action plans,” said Talleri.

In the coming weeks, senior leaders throughout the DDC will be utilizing the tools and training provided earlier in the year at a DDC/Denison workshop. Leaders will analyze their data and create action plans for implementation. Each distribution center and headquarters element will report their progress on a

quarterly basis. Assisting DDC leadership throughout this process will be DDC culture champion, John Destalo. “The dedicated work of so many people across this organization have made the administration of the survey a rewarding experience, and I’m looking forward to continuing to provide support as we move forward in our culture improvement efforts,” said Destalo.

“We have continued our trend upward since DLA first started the surveys in 2003, and it is clear that our employees are telling us we have more work to do in order to develop a culture of operational excellence,” said Talleri. “We have challenges ahead but I am sure together we can identify new opportunities for improving our DDC culture.



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