

Nominee: Thomas D. Williams, Assistant Administrator, Resource and Technology Management, Energy Information Administration, Department of Energy

Why is this person a great federal leader?

Since joining EIA in 2011, Thom Williams has continuously displayed exemplary leadership skills on a daily basis by demonstrating many valued leadership characteristics in his interactions with those of us in his immediate office area as well as towards other EIA managers and staff. He leads EIA's mission-enabling organization, the Office of Resource and Technology Management (RTM) overseeing EIA's day-to-day business operations. He has brought direction, clarity and vision to this newly developed office as part of a major reorganization effort that occurred at EIA in the fall of 2010. Under his leadership, EIA is transforming into a high-performing organization to strategically meet EIA organizational needs more efficiently and cost-effectively. While guiding overall EIA decision-making, he holds himself accountable for his own decisions; he willingly accepts feedback from others; he encourages people to succeed---not by giving people solutions to their problems, but by guiding them through specific thought-provoking questions to act on their own; he is open to learning from new perspectives and tools; and most of all, he is trust-worthy and articulates value. Also, his opinion is highly-valued and respected by many within EIA, the Department of Energy and other government agencies as well. It is an honor to nominate Thom Williams on behalf of many at EIA because he is truly deserving of such formal acknowledgement and is always leading by example---whether it is helping federal employees grow in their public service careers, innovate and succeed in daily activities---and most of all, doing what is right as a Federal public servant. He is an inspiration to all of us who aspire to make a difference in the public sector, after all that is why I joined the Federal government, and he has a deep-rooted conviction for public service and has worked vigorously for EIA and its employees to ensure successful achievement in many aspects of the mission and he inspires me to do the same as well and someday become an effective Federal leader like him.

Give at least one specific example of a time this person has shown their exceptional leadership abilities.

Thom's vision and leadership continue to amaze me. I have witnessed, first-hand, the successful initiatives and activities he has undertaken since he started with our agency. For example, he championed efforts to take a strategic approach toward goals, engagement, accountability, and results. To better understand EIA's climate, he analyzed Employee Viewpoint Survey results and created a culture of engagement by holding managerial and employee briefings,

capitalizing on strengths/improving weakness, and he developed results-driven plans to improve performance culture, employee recognition & training, and leadership development. Also, he envisioned and led change to launch management dashboards facilitating decision-making regarding workforce resources and ensured access was provided to real-time data 100% of the time. He lead efforts to achieve DOE buy-in to support the Federal Data Center Consolidation Initiative and reduced DOE's costly offsite rental space for IT, saving millions of dollars, in support of EIA's data center consolidation efforts and his results-driven actions led to sharing development costs, retaining independence of EIA's data center and EIA control over technology costs, organizing cost-saving/cost-avoidance relationships with/for partners, all this while saving EIA \$125k in 2012 and some \$1M over 4 years. He created an Employee Recognition program this past year that recognized 200 employees and he envisioned and created a Leadership Continuum curriculum to develop engaging EIA leaders. He also communicates regularly and openly with employees creating a culture of information-sharing, something we haven't had much of in the past

What qualities do you look for in a great leader?

When I think about what makes someone a great leader, I think about someone who is very knowledgeable in a certain area, someone who has a genuine interest in leading results-driven change, someone who inspires, listens attentively, ask tough thought-provoking questions, someone who is interested in the well-being of others, someone who believes in and is committed to successful mission-achievement, and someone who possesses the basic principles of leadership--trust and communication.