

Causey Awards Entry

Nominee Information

Name: Lynn C. Simpson
Title: Senior Advisor and OSD Executive
Company: Office of the President, National Defense University

What does this person do?

Lynn Simpson is a seasoned Executive and has been serving as an Advisor to the National Defense University President (NDU-P). Her broad mandate from the President is to help the Senior Leader team here assess its mission focus in light of the Chairman of the Joint Chiefs of Staff's new mission statement, offer advice on how to proceed with human capital strategy to reflect mission and priorities, and refine business processes for increased efficiency. I have relied on her leadership in strategic human capital, commitment and passion for people, and ability to achieve results in a complex academic institution. Lynn has incredible instincts and links NDU's mission to the DoD, OSD, & CJCS strategies. As Senior Advisor, Lynn helped me shape the organization to align it directly to our mission—Support the Joint Warfighter through rigorous Joint Professional Military Education & Leader Development—as well as develop innovation & sustainable fiscal strategies. Her efforts make a difference every day and produce sustainable, standards-based results with long term pay-off. I could not have moved forward without her.

How did this person go above and beyond in 2012?

The CJCS provided NDU with a refocused mission statement and as the National Defense University President, I am leading that effort within the current fiscal realities of fewer resources and significant budget reductions. Lynn is my lead architect for a strategic human capital strategy that addresses new the fiscal reality, to include reducing the NDU budget in a coherent manner that focuses on mission essential talent while ensuring that we do not hollow the workforce or jeopardize force readiness. Lynn is a master in fiscal accountability and stewardship and because of her savvy performance and knowledge of Department-wide efforts, NDU is becoming a more efficient and cost effective organization aligned with NDU's organizational priorities that enhance outcomes and results. Lynn is leading the NDU Talent Management process to ensure that the NDU workforce possesses the competencies and talent needed support the Chairman and Department in their initiatives to advance and transform joint education. I have lobbied every complicated and difficult personnel decision, to include compensation and

personnel policy issues, her way and this University would not have made the progress it has to date without her exceptional talents and sound counsel and advice. Her outstanding relationships, collaboration, leadership and expertise are invaluable as the NDU enterprise moves forward to an enhanced institution aligned with the expectations of Joint Force 2020. The NDU workforce is critical to the Chairman's direction for the Joint Force 2020 and she will play a significant leadership role in the future of joint education and leader development.

Give us an example of the impact of this person's work. How did it make a difference?

Lynn led a team and developed a cohesive, coherent and transformational compensation strategy as part of the overarching human capital planning in record time and with the participation of NDU's academic practitioners. This development was the resource working group within the NDU Task Force 2020 effort to transition to \"One University\" and focused on identifying an efficient, highly cost-effective, transparent, and sustainable resource infrastructure for the future. Prior to Lynn's efforts, there was no standardized academic staff pay structure that aligns functions across the university with experience, education and position title. The university regulation established policies and procedures for civilian faculty, defined roles and responsibilities, and documented credentials and experience required for each academic field. Lynn's work adds to the regulation to align those elements across the University with NDU's strategic plan in order to encourage faculty development and career progression by establishing clear linkages between credentials, experience, training, performance and compensation. This sensitive, faculty compensation structure & NDU 2020 innovation drives performance, exhibits academic understanding, & serves as foundation for sustainable future. In addition to the compensation strategy, Lynn helped craft the optimal Executive structure for NDU and enhanced the requirements for faculty renewals to align with the University enterprise initiatives, strategic plan, and highlighted education and scholarship achievements. These policies comprise one set of tools that outlines a common framework to align NDU's core values of academic excellence, academic freedom, collaboration, diversity, holistic development, and integrity with actual compensation across the University. The compensation structure is intended to create transparency, facilitate comparability for similar functions, delineate a road map to help guide career decisions, and most importantly, forge a foundation that attracts and retains talent required to deliver the NDU mission. Aligned with the goals of the NDU Strategic Plan, we will use this to execute the NDU mission; like all learning enterprises, we will demonstrate flexibility and agility to respond

to the dynamic and ever-changing environment.

Lynn played the lead role in designing innovation and change pilot programs delineated within the NDU 2020 campaign plan and translated them into NDU-P planning and programming guidance. She is an exceptional fiscal steward of scarce resources and played a key role in the management of internal controls, enhanced data analytical awareness, and mentored others in what can be seen as a complicated political environment. Lynn Simpson is simply THE BEST in every way: Strategic Leader and Advisor, Human Capital and Talent Management Expert, Creative Leader and Manager of Change, and wonderful team player. NDU continues to be in the midst of significant institutional transformation, and Lynn is the single most important executive leader in this crucial endeavor. She is absolutely respected, trusted, and admired by everyone here at NDU. She is by far the most effective, personnel professional I have ever known. I would fight to serve with her again, or to have her on my team – any time, any place, any mission. Lynn is the singular, greatest impact on NDU and its continued contribution to national and international security in recent history!

Other Points: