



The 3<sup>rd</sup> Annual  
Federal Asset  
Management  
Policy Forum & Expo

Work  
Group: **Organization and People Enablers**

Host: **Commissioning Agents, Inc.**

Work Group: **Organization and People Enablers**

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# WG Core Members

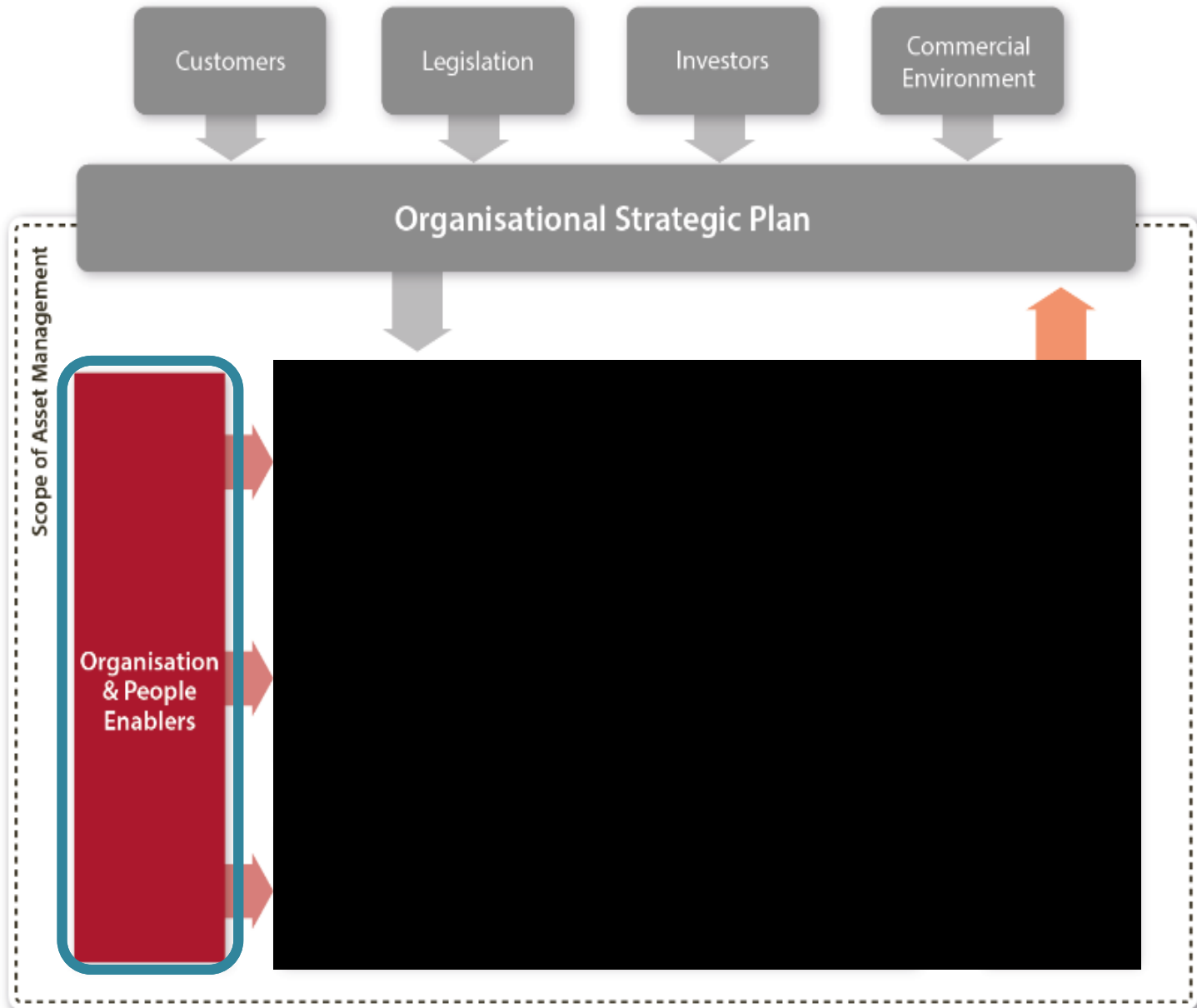
1. Property Manager, NWS: Obadiah Aguilar
2. ALN Facilitator: Scott Pepperman
3. Sponsor: Mike Amstadt, CAI  
Dave Abecunas, CAI

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# Institute of Asset Management Conceptual Model



# Organization & People Enablers



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# Organization & People Enablers



- **Underlying Themes:**
  - How well are organizations structured to carry out their asset planning and asset management responsibilities?
  - How adequately are they staffed to perform these responsibilities and how well are they trained?
  - How well is the performance of their personnel monitored and managed?

# Key Existing Statutes, Regulations, and Standards

1. ISO 55000 Asset Management
2. The Institute of Asset Management: Asset Management – an anatomy v3
3. Office of Personnel Management (OPM), Knowledge Management website:  
<https://www.opm.gov/policy-data-oversight/human-capital-management/leadership-knowledge-management/#url=Knowledge-Mgmt>
3. Functions of the Director – OPM  
[Chief Human Capital Officers \(CHCO\) Act of 2002 \(5 U.S.C. 1103\(c\)\)](#)

# Key Issues

1. Asset management functions, Personal and Real Property, within an organization are not properly aligned with other supporting functions, e.g. Finance, Audit, Procurement, HR.

# Key Issues

2. Most Federal employees, from the most senior policy officials, through mid-level managers, to persons who actually carry out asset management activities on a daily basis are unfamiliar with the asset management system fundamentals and framework of the ISO 55000 standard.



# Key Issues

3. More visibility of the accountability and management of assets is needed. Asset management metrics need to be set and reviewed on a regular basis. “Report cards” at all levels of the organization need to be established, with adjustments made based on technology changes, condition requirements, feedback, etc.

# What Can We Do?

1. Conduct organizational gap assessments based on ISO 55001 requirements.

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# What Can We Do?

2. Provide ISO 55000 training to support the results of the organizational gap assessment and establish standardized testing to measure training effectiveness.

# What Can We Do?

3. Develop an asset management metric system to measure the health of an organization's asset management system.

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# Discussion of Recommendation #1

1. Senior Management buy-in to support asset management effectiveness to help establish organizational alignment.

# Discussion of Recommendation #1

2. Conduct an ISO 55001 compliance review – gap assessment focused on organizational alignment.

# Discussion of Recommendation #1

3. Develop a restructuring plan of the organization to provide alignment to fully support the asset management system.

# Discussion of Recommendation #2

1. Senior Management buy-in is needed to support ISO 55000 asset management training.



# Discussion of Recommendation #2

2. Training Plans – Identify and prioritize appropriate personnel and levels of training.

# Discussion of Recommendation #2

3. Assess the effectiveness of the training through standardized testing.

# Discussion of Recommendation #3

1. Develop asset management metrics to measure the health of the organization's asset management system.

# Discussion of Recommendation #3

2. Assess the organization's asset management system's performance, conduct SWOT analysis and set goals to improve performance.

# Discussion of Recommendation #3

3. Compare and demonstrate how asset management metrics are helping to support achievement of the organization's strategic goals and objectives.

# Case Study

## Competence Management using a Knowledge Marketplace approach

### Collective Knowledge of the Organization

- Quality System – Best Practices
- General Knowledge

### Value of KM

- Knowledge when you want it
- Set basic level of knowledge for all employees
- All knowledge and learning interlinked and available from any location