

DATE August 19, 2016

SUBJECT FY15-16 NCVIP

TO NAME/POSITION

FROM Emlyn Koster, PHD  
Director, NC Museum of Natural Sciences

### Introduction

With NCVIP in its launch phase across the Public Service in FY15-16 and with a view to progress in this instrument's application to the NC Museum of Natural Sciences in FY16-17, a Supplement is attached to your FY15-16 NCVIP self-assessment. Section 1 is my overall assessment of the Management Team's performance and Section 2 is my template-guided, 5-part, assessment of each Team member's performance. On the Museum's behalf, thank you for your contributions to these integrated dimensions as well as for a unanimous agreement that we proceed this way.

### Section 1

For the Museum's Management Team (MT) – chaired by the Director and comprised of Section Chiefs, the Executive Assistant to the Director, Executive Director of the Friends of NCMNS, and now also the joint Director of Development for NCMNS and Friends of NCMNS – FY15-16 was a banner year. As the Museum became part of the new NC Department of Natural and Cultural Resources, integrated planning and operational advances were our focus. For the first time in NCMNS history, the Museum came to comprise a holistic organizational structure of seven sections: Resource Administration, Research & Collections, Living Collections, Exhibitions & Digital Media, School & Lifelong Education, Community Engagement, and Regional Network (as a new joint step by the Museum and Friends of the Museum, the MT addition of Development in FY16-17 is a major forward move). This form-follows-function organizational streamlining and a new rational hierarchy of managerial titles were, importantly, each formulated together. Entering FY16-17, the way has been paved for the MT to make further leaps in collective cohesion and strategic thinking to further advance NCMNS. The FY16-17 start highlight was a unified major effort to optimize the March-October 2017 re-accreditation protocol of the American Alliance of Museums. On this and many other fronts, all MT members stepped up, increasing their roles and responsibilities at the Section level, multilaterally among Sections, and with new external collaborations.

## Section 2

1. MT member conduct should be exemplary of the Museum's core values by 'walking the talk'. Listed here are four of the Museum's nine values which you particularly exuded in FY15-16 and which are also vital traits of your particular responsibilities.
2. MT member contributions should contribute to the advance of the NCMNS mission. Listed here are comments on this dimension of your contributions in FY15-16.
3. MT member philosophy and practice should strive to include visionary thinking as summarized by Burt Nanus (1992), Jossey-Bass, in *Visionary leadership: creating a compelling sense of direction for your organization*. Listed here are example(s) of your visionary approaches in FY15-16.
4. The NCMNS Staff Professional Development Day in October 2015 included a presentation by Professor Paul Mulvey of the NCSU Poole College of Management on the principle and practice of continuous improvement. Listed here are FY16-17 pointer(s) for the continuous improvement of your efficiency ('doing things right') and/or effectiveness ('doing the right things').
5. Additional remark(s) concerning your specific value to NCMNS's advances.

Thank you – Emlyn.