Tech and Innovation Field Lab

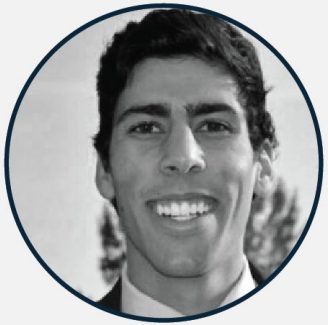
Demo Day

U.S. Air Force Kessel Run

About Us

Lauren Lombardo

Harvard Kennedy
School of Government



Danny Ragheb

Harvard College

Kyle Witzigman

Harvard Kennedy
School of Government

Carra Wu

Harvard College

Agenda

01 About Kessel Run & Our Recommendation

02 Onboarding

03 Hackathon

04 Conclusion & Next Steps

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Kessel Run

The U.S. Air Force's Software Factory

Photo: Jerry Saslav

SPACE
CYBER
CONFERENCE

How can Kessel Run deliver software faster and better?

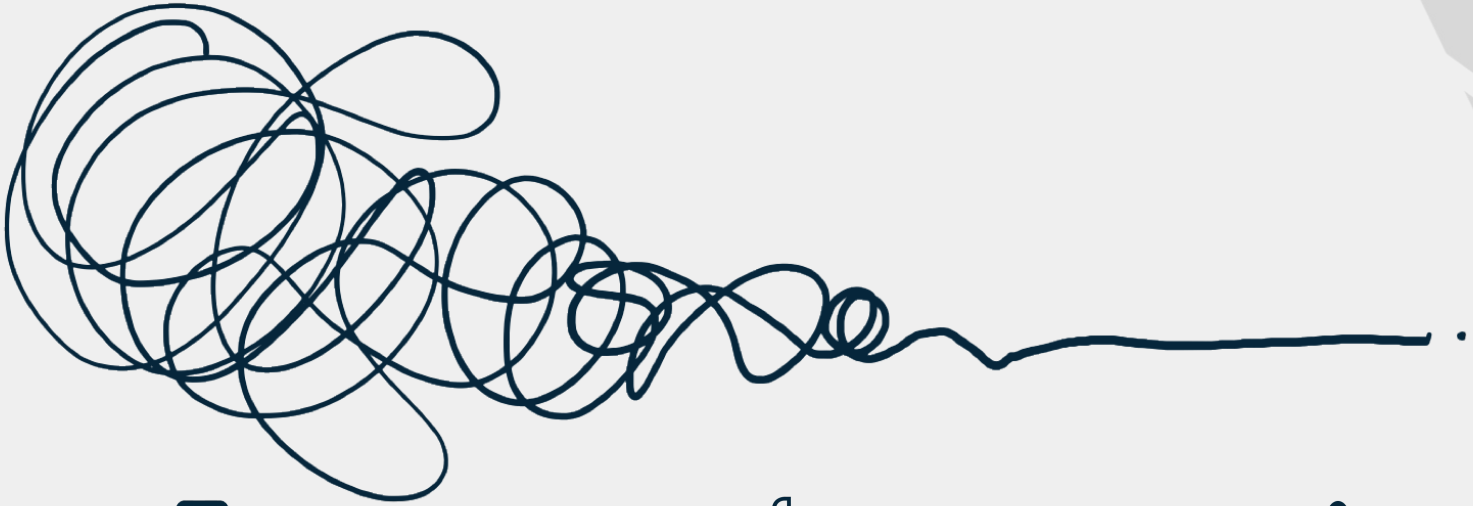
Our Solutions

Onboarding Playbook

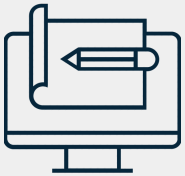
Hackathon in-a-box

Our Process

Our Process



40+ interviews and external research

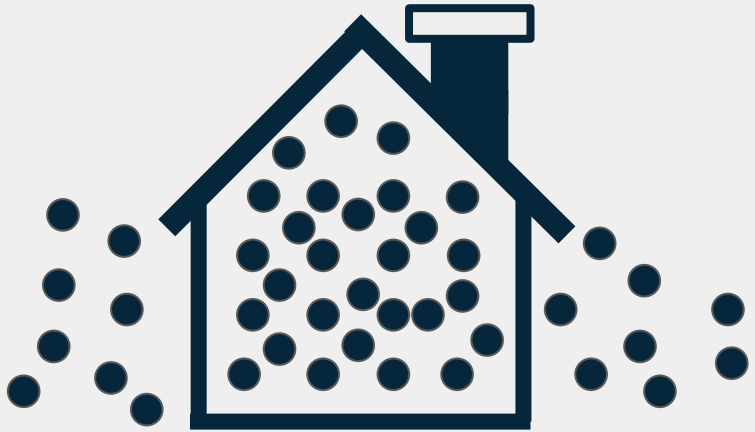


15 virtual user interviews on prototypes and iterations

2 solutions

Growing Fast

2017



2020

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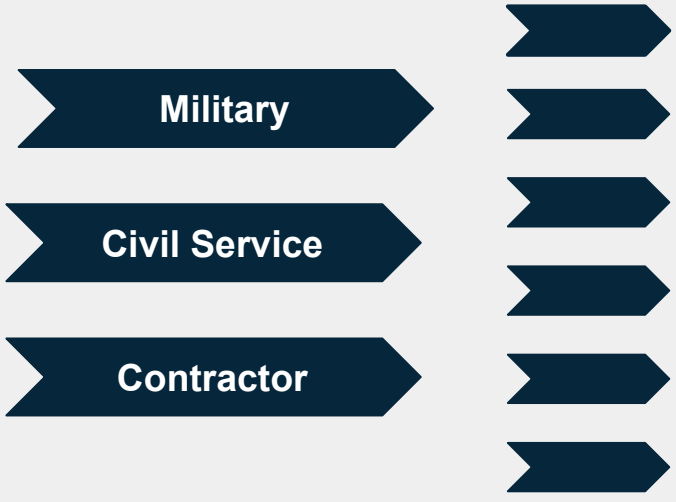
Current Onboarding

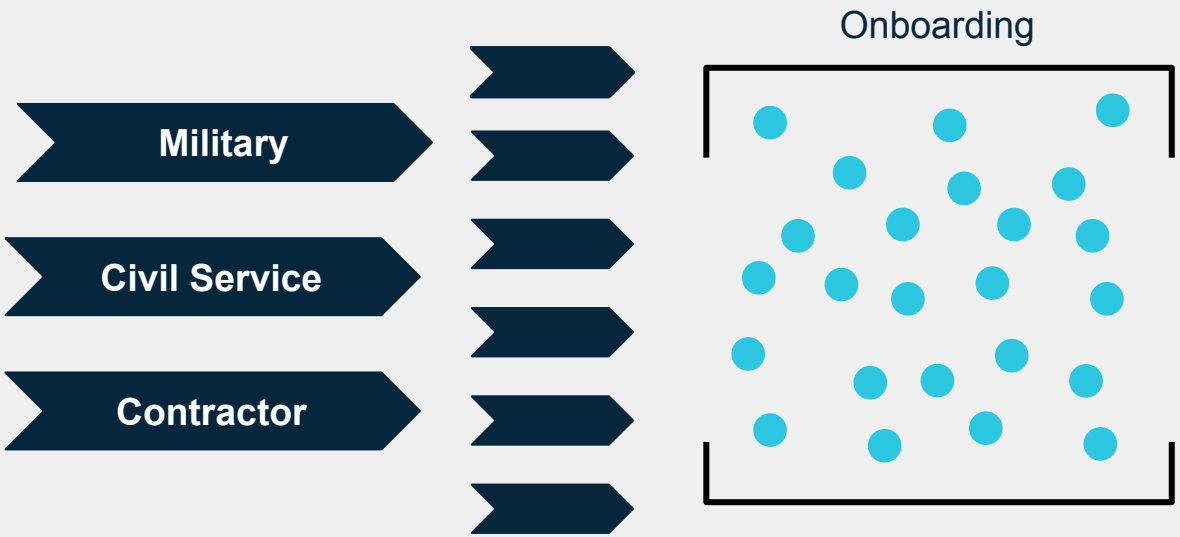


3 different backgrounds &
6 different branches

Mixed onboarding
attendance and relevance

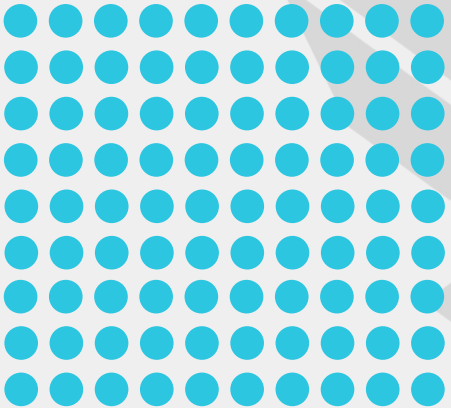
Mixed knowledge
post-onboarding

Onboarding Overhaul



3 Different Backgrounds
& 6 Different Branches

Standard Onboarding
Mandatory Attendance
Condensed Timeline
Cohort & Community



Standardized understanding
of Kessel Run

Key Changes

Condensed

Clear Objectives

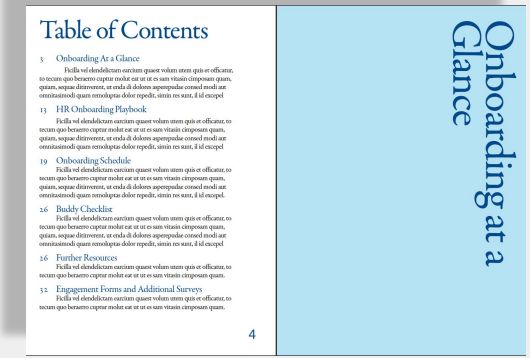
Cohort & Community

Updated Content

Mandatory

Ready to Deploy

Onboarding Booklet:
Complete HR documentation to run onboarding with schedule, play-by-play, checklists, trainings, further resources, etc.



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13 HR Onboarding Playbook
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19 Onboarding Schedule
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2.6 Buddy Checklist
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2.6 Further Resources
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3.2 Engagement Forms and Additional Surveys
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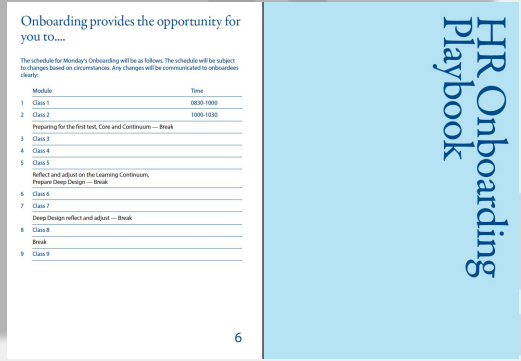
Onboarding at a Glance



Onboarding provides the opportunity for you to....

The schedule for Monday's Onboarding will be as follows. The schedule will be subject to changes based on circumstances. Any changes will be communicated to onboardees clearly:

	Module	Time
1	Class 1	0830-1000
2	Class 2	1000-1030
	Preparing for the first test, Core and Continuum — Break	
3	Class 3	
4	Class 4	
5	Class 5	
	Reflect and adjust on the Learning Continuum, Prepare Deep Design — Break	
6	Class 6	
7	Class 7	
	Deep Design reflect and adjust — Break	
8	Class 8	
	Break	
9	Class 9	

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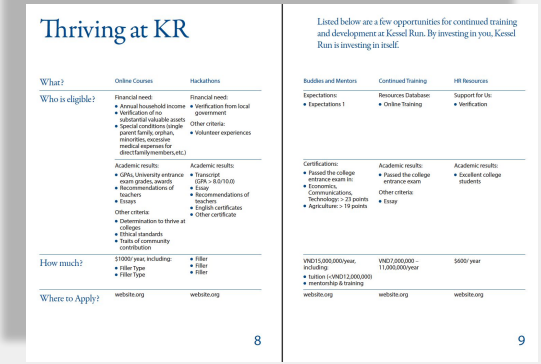
HR Onboarding Playbook



Thriving at KR

What?	Online Courses	Hackathons
Who is eligible?	Financial need: • Annual household income • Verification of no substantial valuable assets • Special conditions (single parent family, orphan, minorities, excessive medical expenses for direct family members, etc.)	Financial need: • Verification from local government Other criteria: • Volunteer experiences
	Academic results: • GPAs, University entrance exam grades, awards • Recommendations of teachers • Essays Other criteria: • Determination to thrive at colleges • Ethical standards • Traits of community contribution	Academic results: • Transcript (GPA > 8.0/10.0) • Essay • Recommendations of teachers • English certificates • Other certificate
How much?	$1000/ year, including: • Filler Type • Filler Type	• Filler • Filler • Filler
Where to Apply?	website.org	website.org

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Listed below are a few opportunities for continued training and development at Kessel Run. By investing in you, Kessel Run is investing in itself.

Buddies and Mentors	Continued Training	HR Resources
Expectations: • Expectations 1	Resources Database: • Online Training	Support for Us: • Verification
Certifications: • Passed the college entrance exam in: • Economics, Communications, Technology: > 23 points • Agriculture: > 19 points	Academic results: • Passed the college entrance exam Other criteria: • Essay	Academic results: • Excellent college students
VND15,000,000/year, including: • tuition (-VND12,000,000) • mentorship & training	VND7,000,000 – 11,000,000/year	$600/ year
website.org	website.org	website.org

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Training and Certificates Checklist

Make sure you complete the following requirements prior to your completion of onboarding.

This list includes:

- ○ Reading 1
- ○ Reading 2
- ○ Reading 3
- ○ Reading 4
- ○ Reading 5
- ○ DoD Trainings
- ○ DevOps Specific Trainings
- ○ Hanscom Air Force Base Inprocessing Approvals

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Welcome to KR!

A comprehensive overview of the Onboarding process will be provided by your onboarding leader. If you have questions, please contact:

Craig Richard
emailplc...

Shannon Laughlin
emailplc...

Select Pages

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Source: SXSW Hackathon

Hackathon

Ask for ideas:
An open forum for creative thinking

Build teams:
Lots of input from diverse backgrounds and roles

Hack:
Focused time for teams to work on their proof of concept

Share:
A place and time to share projects and generate discussion

Move forward:
Mechanisms to advance ideas all year long

“I already have so **many ideas** for hackathon projects. I hope this happens soon.”

Ready to Deploy

Hackathon Folder

Hackathon “In-A-Box”

“This is **exactly** what we are trying to do for our team, but haven’t been able to yet. Can we **use your document**?”

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Other Recommendations

Culture

Integrate Kessel Run's mission throughout workplace in tangible manners

Utilize team leaders to demonstrate and reward risk-taking

Personnel

Hire for specific roles

Measure team satisfaction through monthly surveys and act on responses

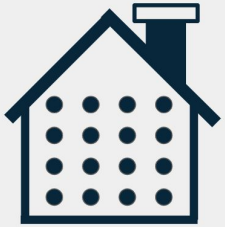
Communication

Standardize documentation and coding practices across teams and branches

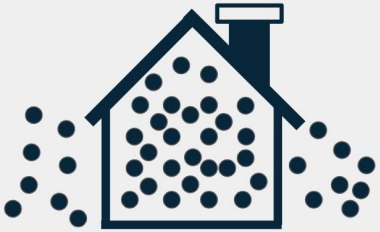
Logistics

Establish a set of formalized enterprise tools

Building a New House



2017

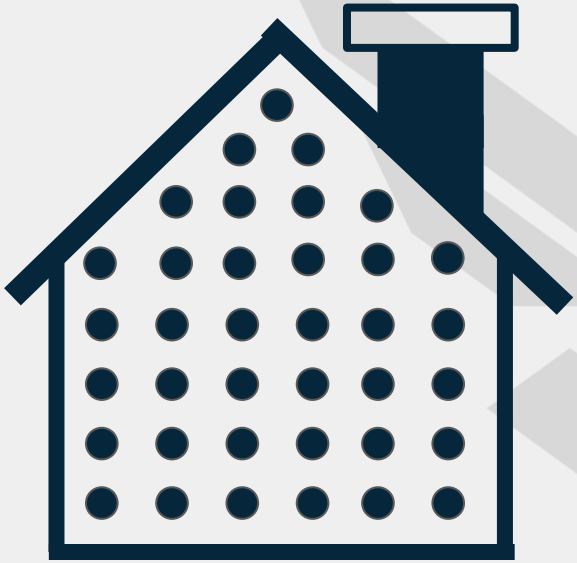


2020

Onboarding

Continued Education

+ Other Recommendations



Thank You

Col. Brian Beachkofski
Commander, Kessel Run

Lt. Col. Aaron Capizzi
Branch Chief, Wing Ops.

Col. Enrique Oti
Former Commander, Kessel Run

Questions?

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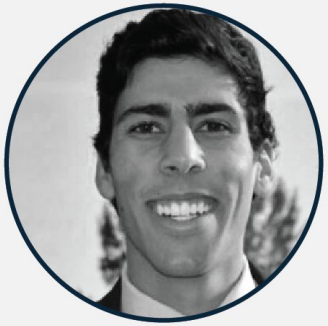
Harvard Kennedy
School of Government



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