

Management Objective: Organizational Structure

Reduce the cost of leased space, utilities, travel and other related costs by adapting our business processes.

OVERVIEW

Even despite recent advances in programs such as telework and alternative work schedules, HUD has historically operated with a traditional definition of the workplace. This objective intends to help HUD redefine the workplace as more than just an office, but rather the combination of people and information brought together by technology which allows work to be done at any appropriate location.

In order to measure our success in this endeavor, HUD intends to reduce the amount of space per employee and contractor. Ultimately, this will reduce the total dollars that we spend on leased space, building maintenance, utilities, travel, and other related costs. In order to achieve these efficiencies, HUD will work with the General Services Administration to identify opportunities to reduce space through better use of technology and expanded use of external resources and partnerships.

Additionally, HUD could better meet our customers' needs by more appropriately distributing our workload and personnel by organizational unit. HUD will assess its current staff allocation, workload distribution and community needs in order to align resources to better serve our customers. In this effort, our goal is not to save money at the expense of our customers, but rather to replace outdated business practices with new business models, ultimately producing greater efficiencies, saving money, establishing sustainable business models, and most importantly better serving our customers.

STRATEGIES

- **Identify opportunities to reduce space through better use of technology** GSA will lead an initiative to understand our work processes, ultimately resulting in a set of options to utilize technology and change our work processes to reduce space.
- **Get our work in the right organizational unit** With the ultimate goal of producing greater efficiencies and better serving our customers, HUD will take advantage of new business models, e.g. consolidating offices and leveraging external resources and partnerships.

LEADING THIS OBJECTIVE

Michael Anderson

Chief Human Capital Officer

Officer of the Chief Human Capital Officer

MEASURING OUR PROGRESS

To track our progress towards this objective, HUD will monitor the following performance indicators:

- **Amount of money spent on space and travel (in millions)**
Total dollars spent on leased space, building maintenance, utilities, travel and other related costs.
- **Space Utilization (in sq. ft.)**
Average square footage of usable workspace per employee and contractor.