



DEPUTY SECRETARY OF DEFENSE
1010 DEFENSE PENTAGON
WASHINGTON, DC 20301-1010

JUL 31 2015

MEMORANDUM FOR CHAIRMAN, DEFENSE BUSINESS BOARD

SUBJECT: Terms of Reference – Creating Virtual Consultancies: Engaging Talent (Innovative
Mickzel Culture Part II)

Previous work by the Defense Business Board (DBB) addressed cultural adaptation that values and rewards sound, innovative thought, facilitated by partnering with experts outside our traditional ecosystem, in order to improve the speed of our problem solving ability and enhance capability implementation.

In order to further accelerate these efforts, I am establishing a Task Group under the DBB to study and provide recommendations on how the Department can establish “virtual consultancies” that engage our internal talent. The DBB should review and make recommendations on options for DoD to engage and retain its best and brightest employees and such other matters as the DBB determines relevant. This effort should look to emphasize simplicity and inspire participation by any who can materially improve problem solving in the Department.

The DBB will provide its findings and recommendations to the Secretary of Defense or the Deputy Secretary of Defense no later than January 21, 2016.

As a subcommittee of the DBB, and pursuant to the Federal Advisory Committee Act of 1972, the Government in the Sunshine Act of 1976, and other appropriate federal statutes and regulations, this Task Group shall not work independently of the DBB’s charter and shall report its recommendations to the full DBB for public deliberation and approval. The Task Group does not have the authority to make decisions on behalf of the DBB, nor can it report directly to any federal representative. The members of the Task Group and the DBB are subject to 18 U.S.C. Section 208, which governs conflicts of interest.



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