

# Lubchenco Memos



## Message From the Under Secretary

March 10, 2010

I am a firm believer in creating a positive working environment that allows each and every one of you to contribute your best to the agency mission, as well as, to gain satisfaction and pride in personal accomplishment. NOAA's Alternative Dispute Resolution (ADR) Program is a valuable resource for achieving that objective.

I ask you to consider the following points as we work to create an atmosphere of trust and open communication at NOAA.

Conflict is a natural part of life. NOAA's ADR Program provides counseling and mediation services to help you resolve those conflicts to everyone's mutual satisfaction, as early as possible, at the lowest organizational level, and in an appropriate and cost-effective manner.

Conflicts and disputes create multiple problems. Unresolved conflicts can result in inaction, reduced decision quality, lowered job motivation, lost work time, and increased stress health consequences.

Your personal development and job satisfaction are important to me and to the NOAA team effort. I trust in your willingness to do your best in accomplishing NOAA's important mission, even during times that are personally difficult for you. I encourage you to contact the NOAA ADR Program for consultation, advice, and help with any difficulty or conflict in your work life. You can learn more about what the NOAA Alternative Dispute Resolution Program can do for you by visiting the ADR Web site at <http://www.adr.noaa.gov>.

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Under Secretary of Commerce for Oceans and Atmosphere and NOAA Administrator

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