

***Homeland Security Advisory  
Council  
Culture Task Force***

**January 11, 2007**



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# ***The Culture Task Force Charter***

In June 2006, the Secretary directed the Homeland Security Advisory Council (HSAC) to establish a Culture Task Force (CTF) to provide recommendations for achieving and maintaining an empowering, energetic, dedicated, mission-focused culture within the Department and, most importantly, within the spectrum of its state, tribal, local and private sector partners.



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# *CTF Recommendation:*

**Recommendation 1:** DHS Headquarters Must Further Define and Crystallize Its Role

**Recommendation 2:** Implement Homeland Security Management and Leadership Models

**Recommendation 3:** Establish an Operational Leadership Position

**Recommendation 4:** Create leadership empowered Teamwork and a “Blended Culture”

**Recommendation 5:** Engage the State, Local, Tribal and Private Sector in an “Outside the Beltway-Focused” Collaborative Process

**Recommendation 6:** Institutionalize the Opportunity for Innovation



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# Culture Task Force Members

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**Herb Kelleher** – CTF Chair – (HSAC)

**Rick Stephens** – CTF Vice Chair – (HSAC)

**Dr. David Abshire** – (APRSAC)

**Duane Ackerman** – (HSAC)

**Dr. Richard Andrews** – (HSAC)

**Karen Anderson** – (SLSAC)

**Sandra Archibald** – (APRSAC)

**Michael Balboni** – (SLSAC)

**Kathleen M. Bader** – (HSAC)

**Michael Carona** – (ERSAC)

**Dr. Roxane Cohen Silver** – APRSAC

**Dr. Ruth David** – (HSAC)



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# Culture Task Force Members Continued

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**Dr. Lydia Thomas – (HSAC)**

**Ellen Gordon – (ERSAC)**

**Steve Gross – (PVTsAC)**

**Dr. Doug Huntt – (PVTsAC)**

**Dr. Steve Kerr – (PVTsAC)**

**Don Knabe – (SLSAC)**

**George Vradenburg – (PVTsAC)**

**Houston Williams – (PVTsAC)**

**Jack Williams – (PVTsAC)**

**Judge William Webster – (HSAC Chair)**

**Secretary James Schlesinger, (HSAC Vice Chair)**



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# Subject Matter Experts

**Joe Adamoli**, Director of Internal Communications, DHS

**CDR Laticia Argenti**, USCG, Chief, Policy & Doctrine  
Development Division, DHS

**Angela Drummond**, President and CEO of SiloSmashers

**Ron James**, Senior Policy Advisor to the Under Secretary of  
Management, DHS

**Marta Perez**, Chief Human Capital Officer, DHS

**Dr. Leslie Pollack**, Manager, HR Research & Studies Group,  
Office of Personnel Management

**Gale Rossides**, Associate Administrator – Business  
Transformation and Culture, TSA, DHS



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# Subject Matter Experts Continued

**Dr. George Tanner**, Chief Learning Officer, DHS

**Michael Stroud**, House Homeland Security Committee  
(Minority side)

**Mark Sullivan, Director**, United States Secret Service, DHS

## **HSAC STAFF**

Michael Miron, Director – Culture Task Force

Jeffrey Gaynor, Director – Culture Task Force

Doug Hoelscher, Director, HSAC

Michael Fullerton, Deputy Director, HSAC

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