



OGE'S EDUCATION AND COMMUNICATION AWARDS - 2010 WINNER'S CIRCLE FACT SHEET

Department of the Treasury Financial Management Service (FMS)

DESCRIPTION

FMS targeted each of the different audiences that make up its workforce with an assortment of training products: For new employees, FMS created a 10-minute video that contains information about the ethics resources and various vignettes of ethical situations. For all employees, FMS created "Ethics Files – Nicky's Dilemma"--a brief 3-minute video of an employee in an ethical dilemma about fundraising. After viewing the video, employees answer a multiple choice poll about what Nicky should do next. A follow-up video concludes with a message from the Commissioner. Also for employees, FMS has an ethics column in the monthly employee newsletter. For incumbent and aspiring managers, FMS created a full-day course, "Ethics and Decision Making." The course includes a series of interactive exercises to encourage group discussion, examine the potential for conflicts of interest, and inform them of their roles and responsibilities in promoting an ethical work culture. The video products were developed through extensive collaboration with agency employees of all levels—including using employees as actors in the videos and soliciting input from employees and managers on important ethics issues to be addressed in training.

PURPOSE

Collaborating with employees ensures that the training products effectively meet the needs of the intended audience. Developing multiple products for multiple audiences helps ensure relevance.

PRODUCT ADAPTABILITY

All of the video filming and production can be replicated in any department or agency by using employee volunteers. FMS used Movie Maker to edit its videos.

CONTRIBUTORS

OGE recognizes the contributors at FMS (in alphabetical order): Brian Boykin, Pamela Davis, Jennifer Dickey, Matthew Fineout, and Evan Perlman (former colleague).

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