

SECRET

8

DIARY NOTES

25X1A

DD/S [REDACTED]

26 October 1964

25X1A6a

I spent the day at [REDACTED] observing the Senior Management Seminar.

a. I visited each of the five groups of approximately seven members each and, after listening to their discussions, judged that they are very interested in the program and are working effectively. I think that the results of this Seminar will be at least as favorable as the other course which we have already completed.

b. I also listened to a lengthy presentation by [REDACTED] to the 25X1A5a1 assembled group. He was obviously well versed in the subject, had done a great deal of reading, research, etc., and made a very favorable impression. I was pleased to find that he talked about the same kinds of things which Harvard or any other good management school talks about. I concluded, therefore, that the managerial grid is simply an administrative gimmick or device to force the participants through a set of mental gymnastics in the examination of a given problem or in the examination of themselves as members of a team trying to solve a management problem. The system itself did not appear to be overly complicated, and I don't see why with a little training it could not be run by our own Management Training faculty or even by an Office Head with a little assistance from the Management Training faculty. It seemed to me that it would be a good vehicle through which we might sustain the interest and enthusiasm of those people who have had management training and that it might be expanded eventually to all grade levels.

25X1A9a

25X1A5a1

c. I spent about an hour talking privately with [REDACTED] (Bob 25X1A5a1 [REDACTED] sat in for parts of our discussion.) While [REDACTED] is sold on the managerial grid and has no reservations about its results, he suggested that we run a pilot project in order to satisfy ourselves. He would choose an office in which the Office Head has attended the Senior Management Seminar, an office that really wants it, and an office that is interrelated with a number of other components in the Agency. I think that the Office of Training is inclined to recommend the Office of Finance for this pilot project. It would take approximately one to two years to evaluate the project, but it seemed to me that a success with the Office of Finance would not prove anything to the rest of the Agency; even a successful project in the Records Integration Division

SECRET

SECRET

wouldn't prove anything to the other DD/P components. I therefore think that we might want to conduct a pilot project in each of the four Directorates provided we can finance and operate four projects at one time.

LKW:jrf

SECRET