

# #ProjectNext

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## COHORT 6 TEAM: CATALYST

### Recruitment and Talent Management Technology

*While the United States is the most technologically advanced workforce in the world, we do not match the right talent to the right problems at the speed of relevance.*

### Personal AHA Moment:

We are all trained to find the “right” answer from a very young age. It’s reinforced in school, our jobs, and in our personal lives. **About week 9 of my cohort, I started to see the value in generating a possible answer, challenging it, and watching it morph into something much more powerful. Its ok to be “wrong”. Taking a shot on goal has become an integral part of how I work now.**

### Team AHA Moment:

The team was working on connecting talent to known requirements that supported DOD. All the ideas continued to circle back to remote work and collaboration platforms that were already being piloted. So many people are already working the issue of talent matching, connecting innovations to innovators. **The team’s AHA was to pivot from talent matching for “known requirements” to bringing the right talent to gray zone operations where unknown requirements quickly emerge.** The pivot took the team in a more impactful direction, proposing connections that allow DOD to win the gray zone using innovations that met quickly changing environments.

### What’s Next After Project Mercury:

We have been working with our JanEX Innovation prize winners to bring their ideas to life! **CAP’s Geospatial Center of Excellence, learning that is delivered to our cadet core using their favorite platforms, and space industry job shadowing for our cadet corps are all in process!**

### How do you use the skills learned in Project Mercury today?

I have been leading the very talented CAP JanEX Innovation Team where we apply lessons learned from our Project Mercury experience every day! We have adopted the constructive conflict model, demonstrating the power of diverse teams who approach problems differently. **One of the biggest changes for our organization is that CAP no longer talks about failure in a negative way. The term “shots on goal” is now part of CAP’s lexicon!**

### Dream Job:

I have my dream job right now! **Civil Air Patrol allows me to work across all my areas of interest, including the information technology department I lead, innovation and digital transformation.** So many great opportunities to use what I have learned as part of the Project Mercury community!