

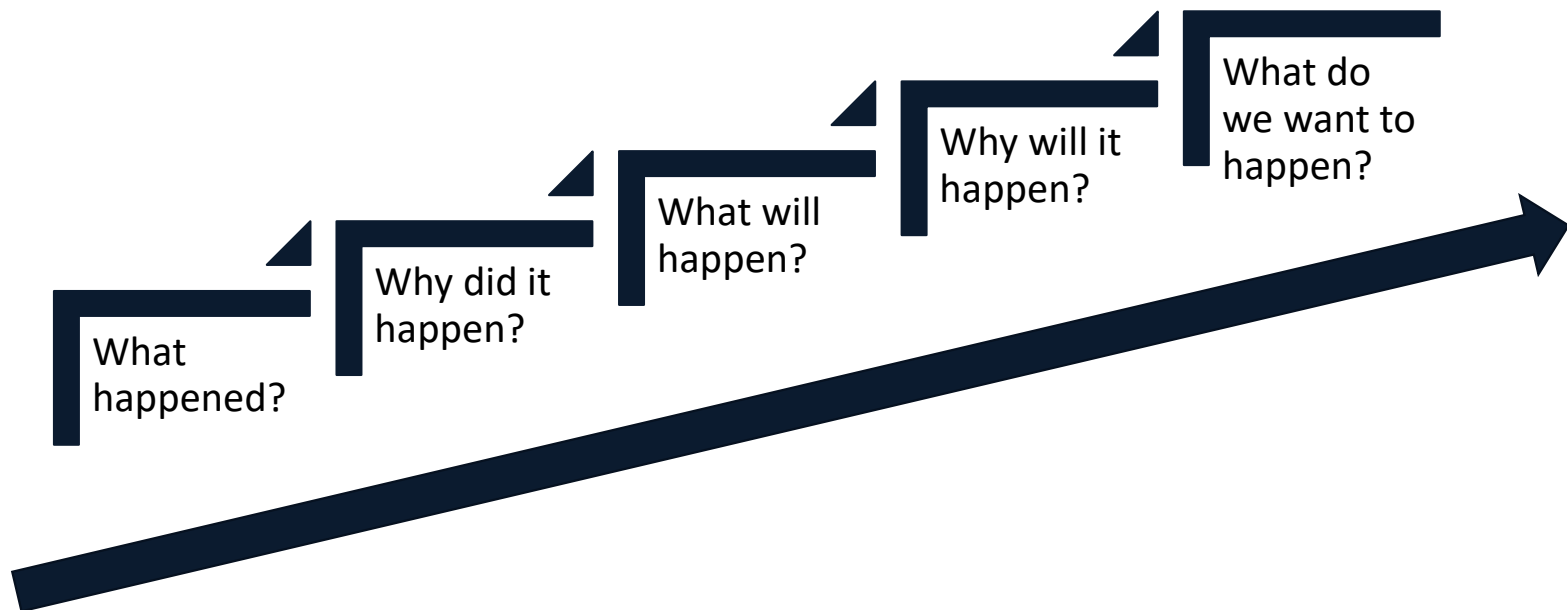


Mobilizing for the data talent fight

Michael Conlin, Chief Data Officer

US Department of Defense

The long journey to data science insights

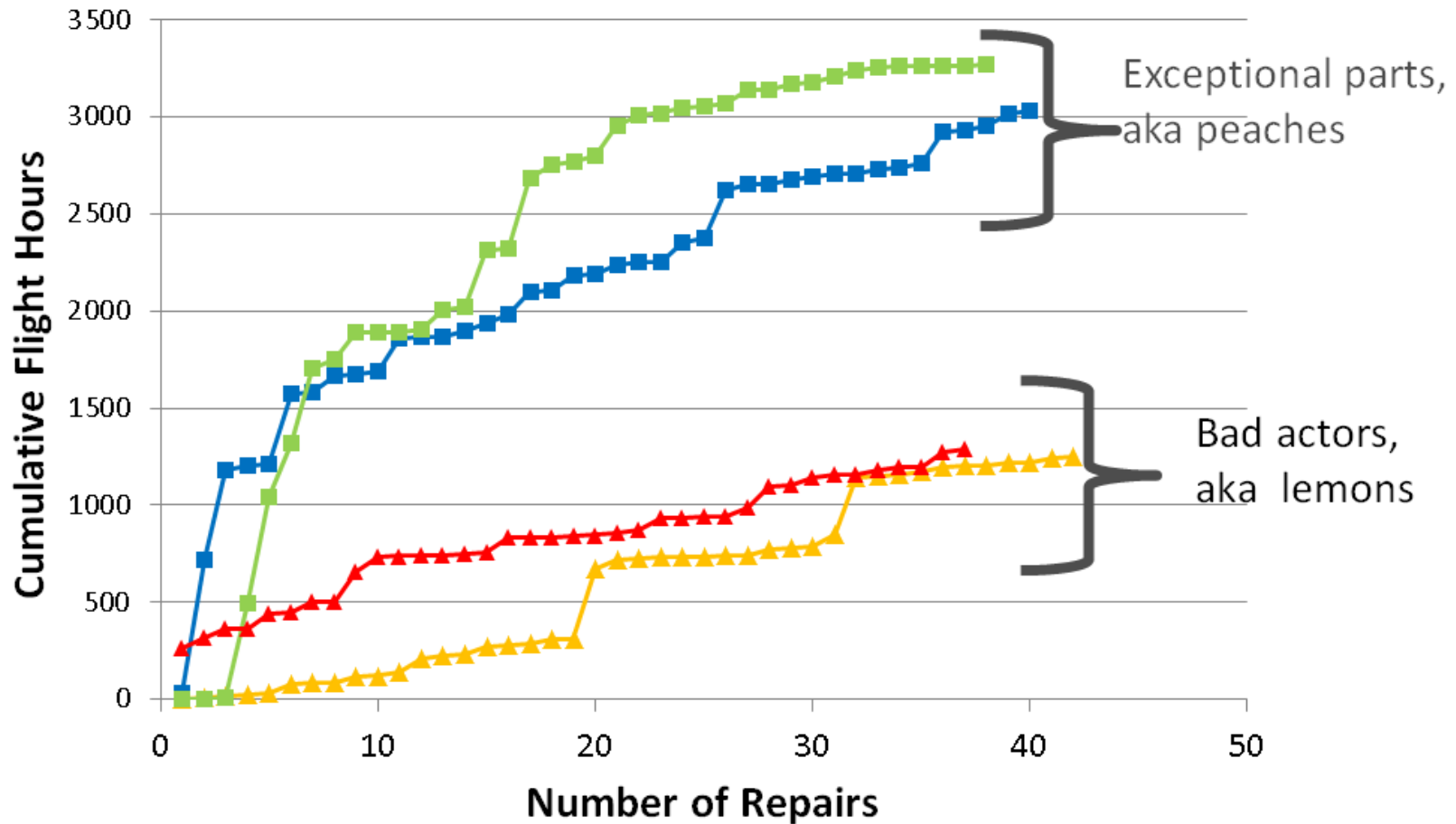


*No one is smart enough to see clearly through the opportunities and challenges;
you have to discover the path.*

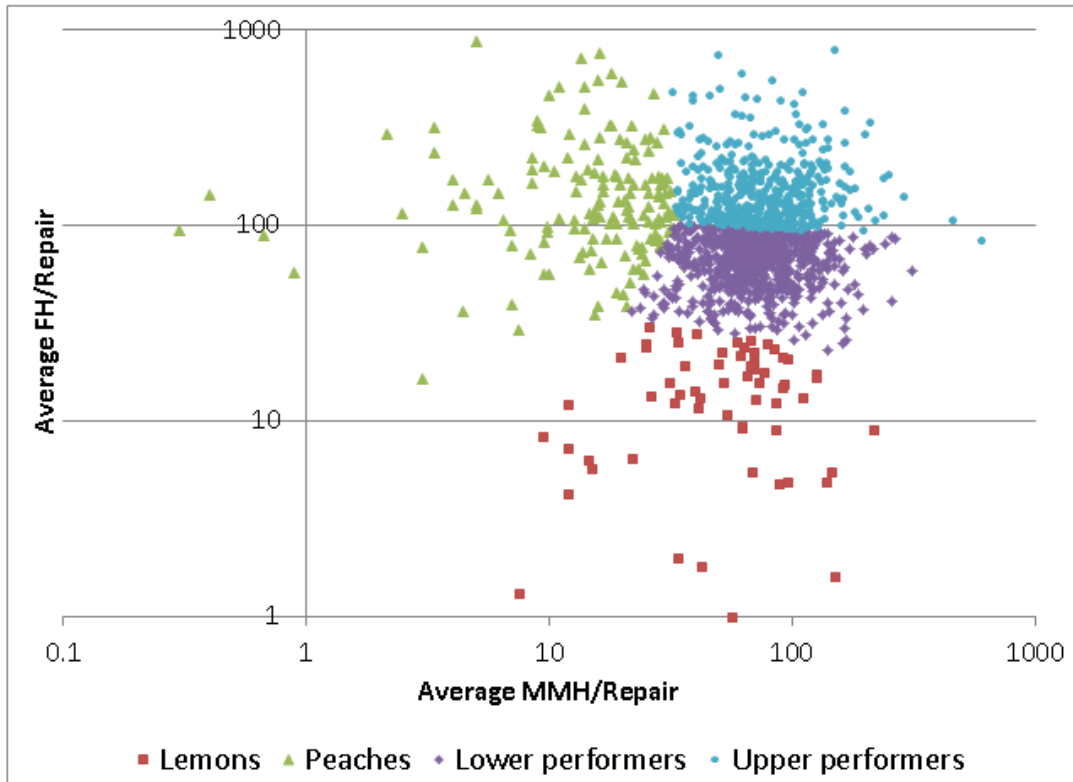
The promise of data science (through AI)

sorting peaches from lemons

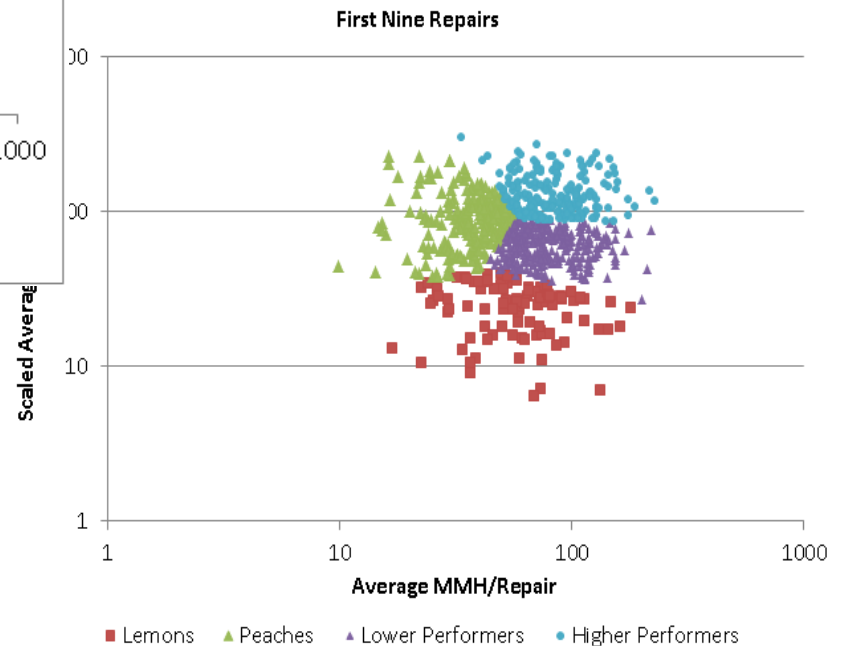
Four specific aircraft parts traced through their lifecycle



The promise of data science, kept



The machine learning algorithm predicts with high accuracy bad actors early in their lifecycle!



Inaccurate Predictions:	Lemon <-> Peach	0.1%
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Data is the *dirty little secret* of AI & machine learning

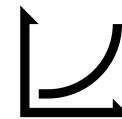
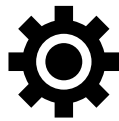
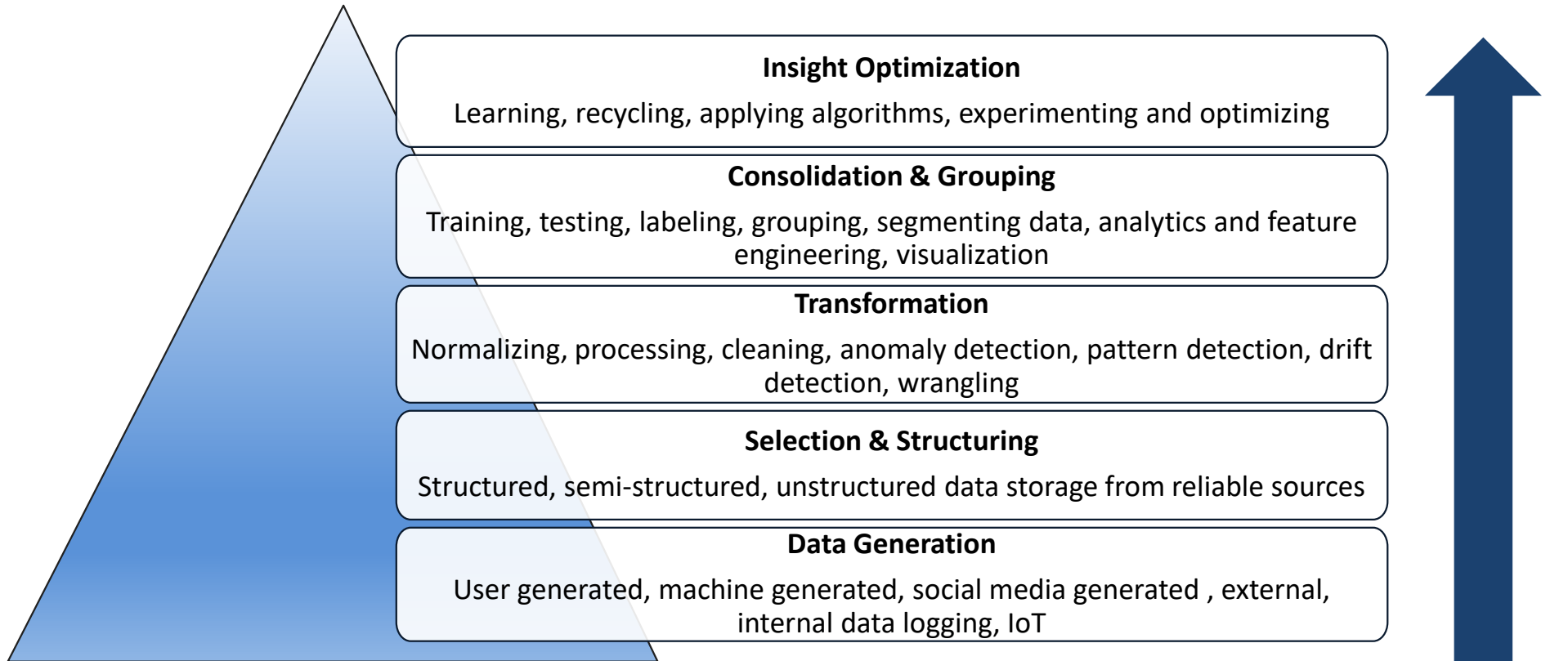
Most successes are driven by data not algorithms.

Data science is the easy part. Getting the right data, and getting it ready for analysis, is much more difficult.

You have less data than you think.

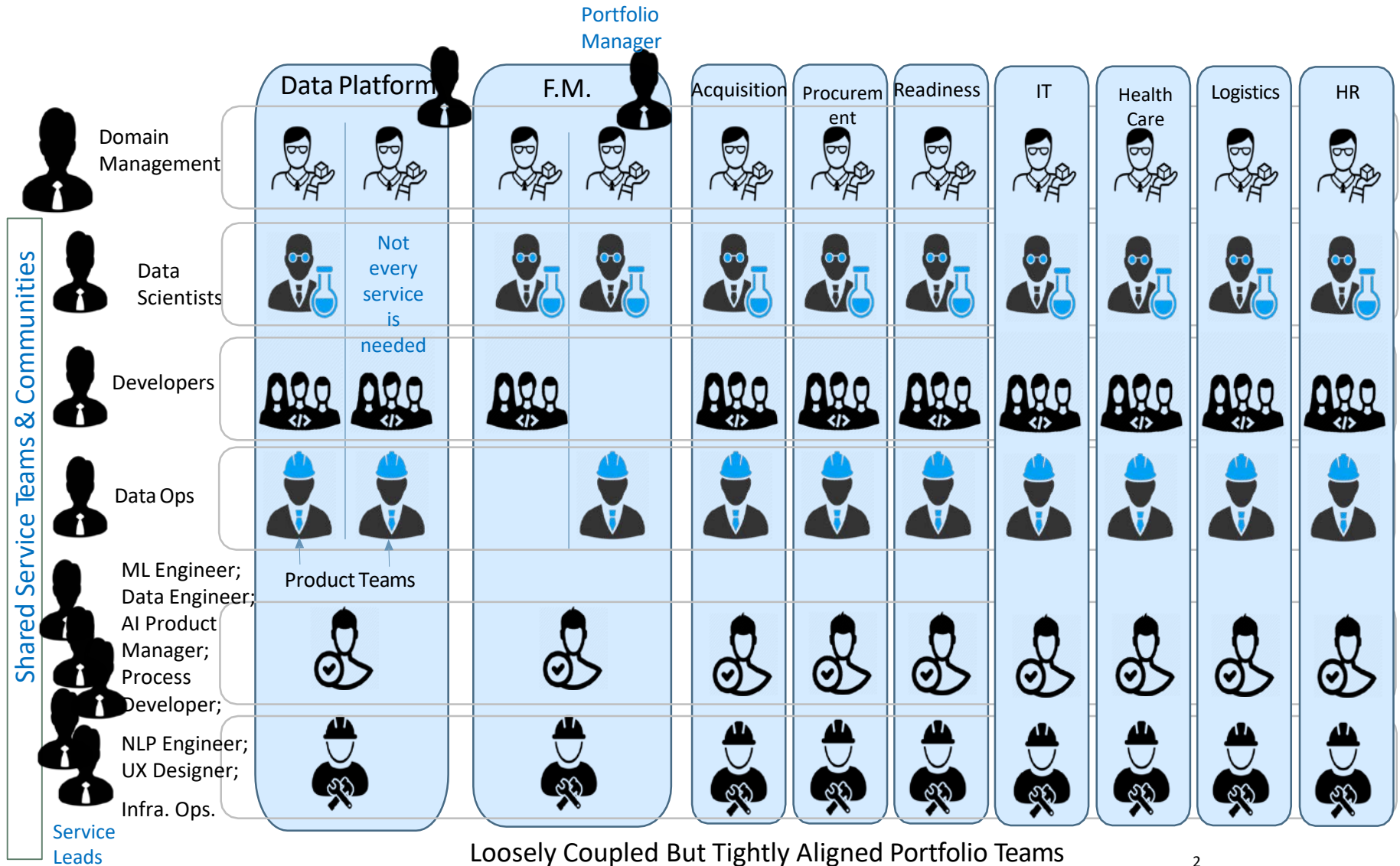


Talent + data = now the fun starts

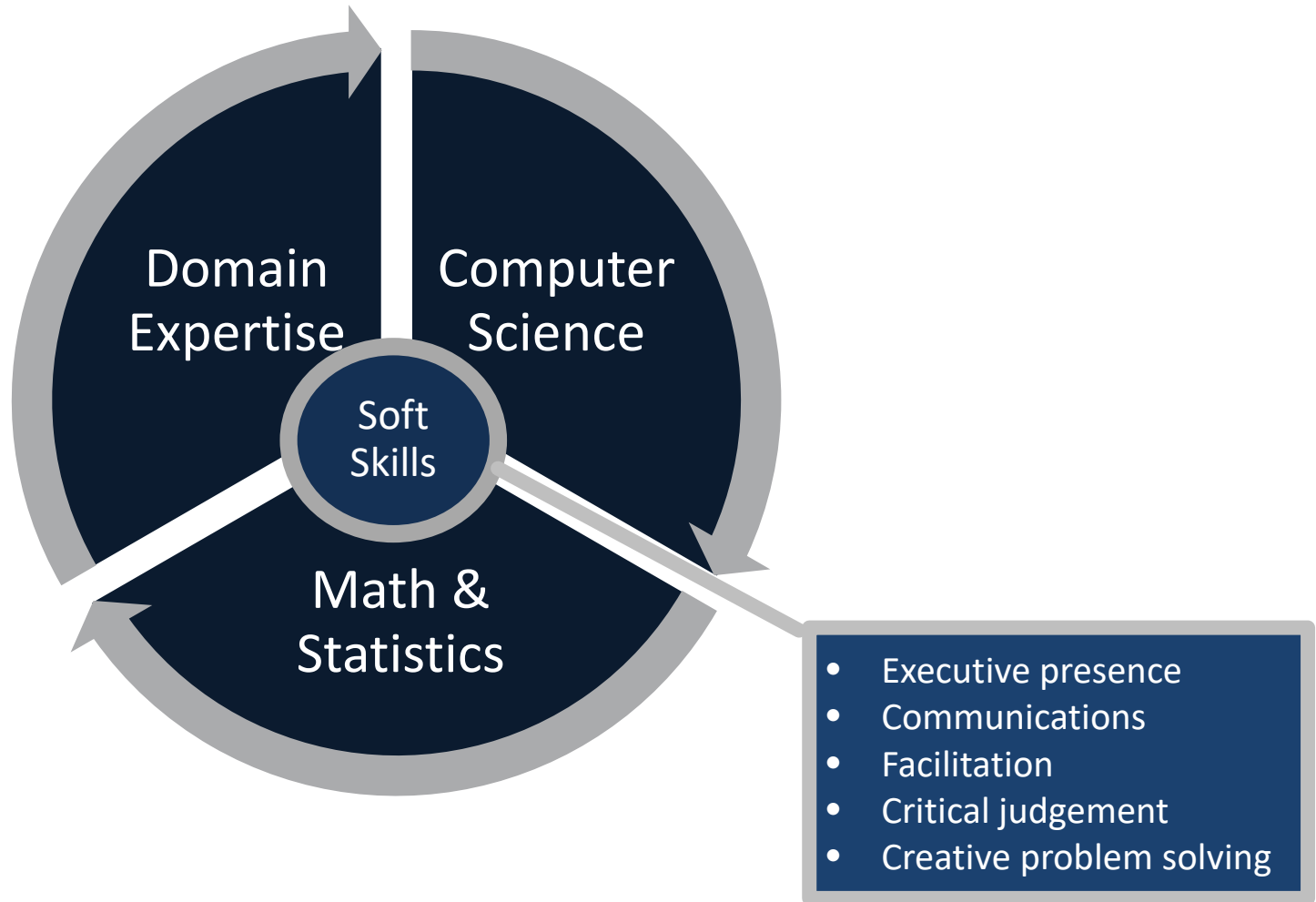


The process from critical business questions to the insights that answer them.

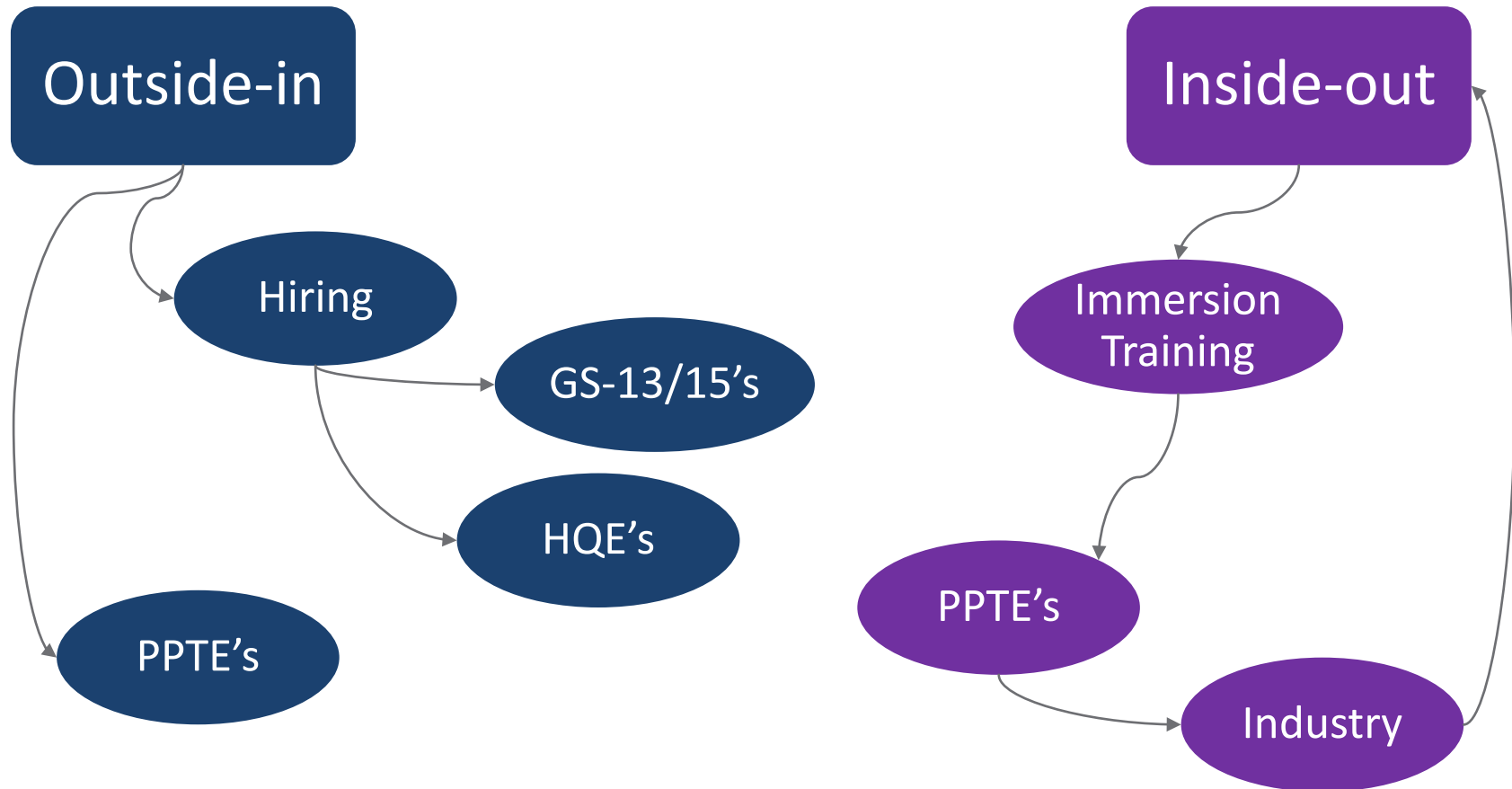
Data Science is a team sport



Data Scientists are player-coaches



Acquisition vectors for data talent



The DoD has a strong value proposition to data talent

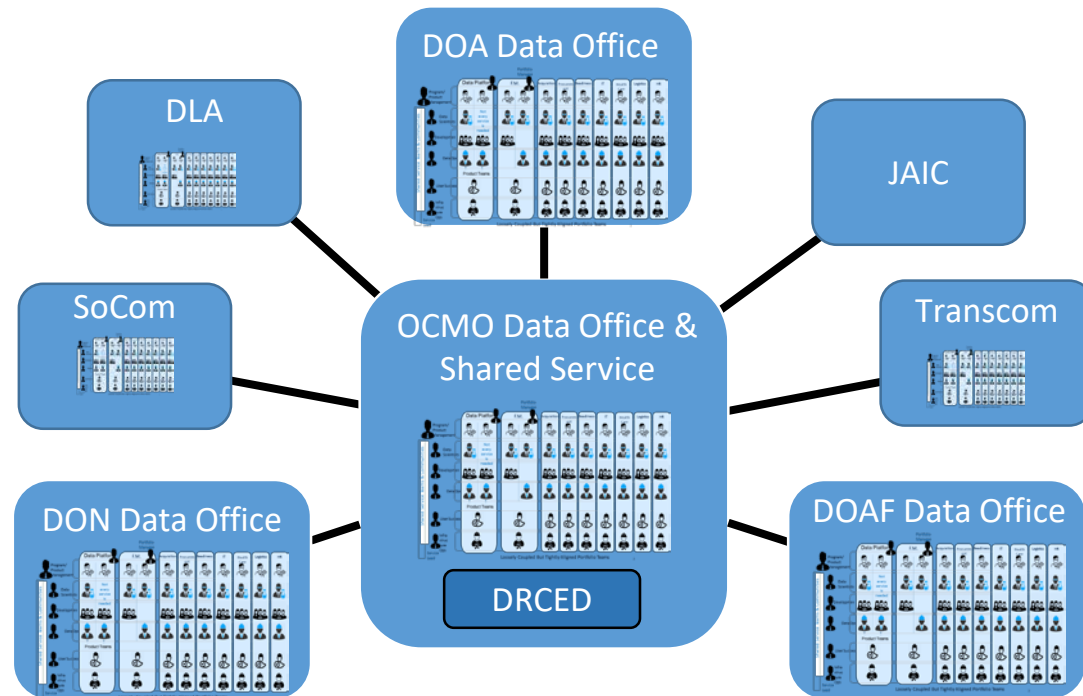
- make a difference



- Serve your country
- Contribute to national defense
- Tackle the biggest, most complex challenges on the planet
- Be part of an elite organization
- Add to your track record of success
- Expand your network

Data talent retention vectors – 1 of 2

- operating a hub-and-spoke model for data science



Data talent retention vectors – 2 of 2

- building communities of interest

Tools:

- SharePoint
- Software-engineering pipeline
- Data pipeline
- Video-conference
- Skype / Crowdchat

Techniques:

- Transparency
- Visibility
- Peer Recognition
- Gamification
- Awards - sammies / Igniting Innovation / Gears of Government
- Defining your AI failure & celebrating it.

Exercise – mobilizing for the data talent fight

- you can ask a question...if you answer one first

If you have one suggestion for improving our ability to win the fight for data talent, what is it?