



Current Issues in Federal Human Capital Management

Women in Defense Conference

February 24, 2005



PARTNERSHIP FOR PUBLIC SERVICE

INSPIRE

TRANSFORM

REALIZE

Trends Impacting Government

- **The DEFICIT**
- **The Changing Nature of Work**
- **The Brave New World of a Blended Workforce**
- **The Demographic Crisis
and Resumption of the Talent Wars**
- **Real Leadership and Management Accountability
for People**
- **Shift from Old to New Federal Management
Systems**
- **The Wafer Thin HR Leadership Bench**



Resulting Human Capital Imperatives



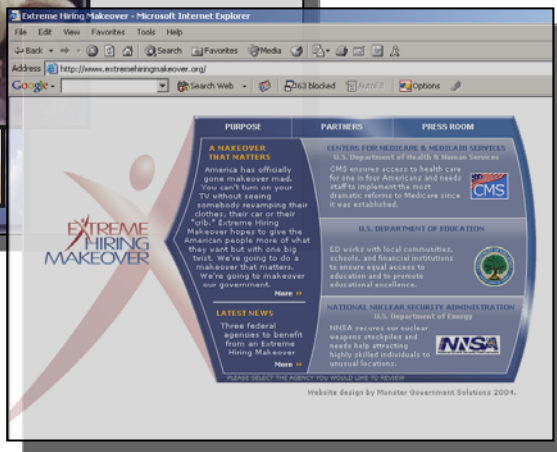
- ✓ **Conduct HC Strategic Planning on Steroids**
- ✓ **Build World-class Leadership and Management Capability**
- ✓ **Translate the Demographic Crisis into Reshaping Opportunity**
- ✓ **Engage Blended Workforce 24/7/365 in a Total Performance Focus**
- ✓ **Master the Art of Change and 21st Century Communications**
- ✓ **Transform Personnel to Real Management Capability**



Organizations on the Move...



Collaborative DOD Leadership Learning Strategy Workshop



- ✓ **Human Capital Planning/Leadership Accountability**
 - ✓ **NASA/Federal Student Aid**
- ✓ **NRO Replacement and Succession Planning**
- ✓ **GAO Performance Management**
- ✓ **HHS Emerging Leaders**
- ✓ **DLA – HR Transformation**
- ✓ **DoD – Building a New Leadership and Learning Framework**
- ✓ **Extreme Hiring Makeovers**

