



TALENT MANAGEMENT FOR GOVERNMENT

**Practical Strategies For Maximizing Organizational Performance
Through Employee Engagement And Workforce Planning**

NOVEMBER 29-DECEMBER 2, 2011 • WASHINGTON, DC

WHAT YOU WILL LEARN

Strategic talent management impacts your organization's effectiveness dramatically. Attend this conference to discover the latest actionable tools and successful strategies to help you leverage the power of your people to achieve maximum performance, including:

- **Aligning** your workforce planning process with your overall operations strategy
- **Learning** new strategies to expand your succession planning toolbox
- **Evaluating** the impact of hiring reform and the inherent importance of retention strategies
- **Establishing** performance measurement to track individual and agency progress
- **Growing** a high-performing workforce by utilizing strategic planning to recruit, retrain and reward employees
- **Strengthening** your training and development efforts to both assess and build skill and competency
- **Coordinating** succession planning efforts across multiple departments
- **Developing** and retaining talent in a constrained fiscal environment
- **Ensuring** your new hires are engaged and informed from the start with an effective onboarding program
- **Encouraging** cross-agency networking and communication using social technologies
- **Implementing** a teleworking strategy as part of work/life balance program and contingency planning
- **Using** HR metrics in human capital planning
- **Surveying** employees, interpreting results and developing action plans for increased employee engagement
- **Working** with managers on effective communication, recognition, and training programs
- **Training** leaders to be committed to their agency's progress and accountable to performance results
- **Overcoming** the challenges in deploying effective telework programs
- **Investing** in employee retention and satisfaction programs to achieve higher quality performance outcomes

SUPPORTING ORGANIZATIONS



**Presented by the
Advanced Learning Institute**

**Your Government Training
Partner Since 1997**

SPEAKING ORGANIZATIONS:

Hear practical advice, firsthand, on how to integrate workforce planning, retention, and employee engagement strategies from leading government agencies and organizations, including:

U.S. Office of Personnel Management

Internal Revenue Service

Federal Aviation Administration

U.S. Department of the Treasury

**Secretary of the Air Force for
International Affairs (SAF/IA)**

**U.S. Department of Health
& Human Services**

U.S. Merit Systems Protection Board

U.S. Department of Homeland Security

**U.S. Department of Defense – Office
of Civilian Personnel Policy**

**California Health and
Human Services Agency**

U.S. African Development Foundation

**Naval Facilities Engineering
Command HQ**

U.S. Department of Labor

Booz Allen Hamilton

Mercer

Aon Hewitt

Wedgewood Group

The Value of a Veteran

KnowledgeAdvisors

Register by September 29th to Save \$200! • Bring a Team and Save – Register 3, Send a 4th for FREE!
To Register, Call (888) 362-7400 or (773) 695-9400 or online at www.aliconferences.com

WHO WILL ATTEND:

This conference has been researched with and designed for FEDERAL, STATE, & LOCAL Government Executives, Managers, Directors, Analysts, Leaders, Officers, Administrators, Specialists, Advisors, Coordinators, Staff & Consultants involved in:

Human Resources
Talent Management
Human Capital
Recruitment
Strategic Planning
Workforce Development
and Planning
Career Development
Diversity and Inclusion
Retention
Succession Planning
Training and Development
Knowledge Management
Employee Performance
Benefits and Compensation
Manpower
Personnel

And all those interested in employee engagement and workforce planning.

Collaborate Using The Conference Wiki:

All attendees will be invited to expand their networks and continue their conversations via the conference wiki --- an online tool providing speaker materials, additional resources and an opportunity for you to keep in touch and collaborate with your colleagues after the conference.

WHY IS THIS EVENT ONE YOU CAN'T MISS?

Several agencies are making dramatic strides in developing approaches and systems that work for them in their talent management efforts. The periodic sharing of these experiences and "best practices" is an important element in this human capital evolution. That is why this forum, presented by the Advanced Learning Institute, is such a valuable opportunity to hear perspectives and share experiences of other professionals engaged in the "journey."

BENEFITS OF ATTENDING THIS CRITICAL CONFERENCE

This conference is a must-attend event for all those who are serious about learning best practices in maximizing organizational performance through employee engagement and workforce planning. You will benefit from:

- **23 innovative speakers** at your disposal to share their strategies and experiences in talent management fundamentals that are already proven to work
- **Over 24 hours of intense, interactive learning** - we guarantee you will recoup your money spent by implementing just a few of the strategies shared during the conference
- **The opportunity to customize your learning** by participating in the unique and interactive workshop sessions that will enable you to practice and apply your skills in peer groups -- you will walk away with strategies and tactics that you can begin to implement in your own organization
- **An abundance of networking opportunities** -- you will make many new contacts so be sure to bring plenty of business cards to exchange with your fellow attendees
- **A comprehensive overview of talent management strategies and processes** from leading practitioners like the **U.S. Department of the Treasury, Naval Facilities Engineering Command HQ, Federal Aviation Administration, California Department of Health and Human Services**, and many more
- **Acquiring new knowledge** to help transform your talent management strategies and impact your organization's overall performance
- **A complimentary packet of research materials** that will serve as a helpful resource long after you have attended this conference
- **A formal Certificate of Completion** which documents your training achievement and commitment to continuing professional development
- **Optional networking lunches** that give you the opportunity to brainstorm and benchmark solutions with your fellow attendees
- **Participating in instructional sessions** that will share real-world examples, tactics and lessons learned from leading talent management initiatives that will ground you in advancing your own strategy

***** Register by September 29th to Save \$200! *****

Dear Federal, State and Local Government Human Capital Professionals,

This has been a very challenging time, as Chief Executives and Legislators at all levels look for ways to make government more efficient. Many of us are faced with the prospect of significant budget cuts, reorganizations, even pay and hiring freezes. All of these will have an impact on your organization's workforce, yet, you will still be asked to perform at a high level.

That's today's challenge for human capital professionals: How do you continue to recruit and retain top talent in the face of these trends? If leveraging the power of your people is the key to achieving maximum performance, what can agencies do to enable that performance during times of great organizational uncertainty and change? What workforce planning tools or employee engagement strategies are most effective? How can you leverage workforce shaping tools and transition programs to re-tool for the new face of government?

How Will This Conference Help You And Your Organization?

This Talent Management for Government Conference will provide you with the practical strategies necessary for maximizing your organization's performance in these most interesting times. You will learn first-hand from experienced human capital leaders what has been working for them in their competition for talent, even as they search for even greater efficiency and effectiveness, including how the:

- **U.S. Department of Homeland Security** has used a teleworking program to cut costs and improve productivity
- **California Health and Human Services Agency** developed its own succession planning and workforce management program using existing resources to prepare mid-level management for future executive roles
- **U.S. Department of Labor** integrated its talent management strategies into a culture transformation framework that helps veterans prepare to obtain meaningful careers and maximize their employment opportunities
- **U.S. Office of Personnel Management** has helped government agencies meet the mandates of the President's hiring reform initiatives

Register today online or call our conference hotline at 888-362-7400 to attend A.L.I.'s conference on "**Talent Management for Government**," this November in Washington, DC. This is your opportunity to hear from leading human capital professionals and organizations that are already using the latest strategies to drive employee engagement and workforce planning processes and improve the way their organizations operate.

I look forward to seeing you at this information-packed event.

Sincerely,

Ron Sanders, Senior Executive Advisor
BOOZ ALLEN HAMILTON
Conference Chairperson

P.S. Reserve your spot today to learn how you and your talent management team can maximize performance and employee retention. Register 3 people and get the 4th for FREE! For more information, go to www.aliconferences.com or call (888) 362-7400.

Tuesday, November 29, 2011

Jump-start your conference experience by attending these interactive and practical workshops. These information-packed sessions are a great opportunity to network with fellow attendees while taking a hands-on, common sense approach to mastering talent management strategies that will enhance your understanding of the informative, case study presentations throughout the entire conference.

Choose A or B or BOTH for Maximum Value and Learning

8:30 a.m. to 11:30 a.m. – PRE-CONFERENCE MORNING WORKSHOP A

Registration and continental breakfast will begin at 8:00 a.m. for the morning workshop attendees.

How To Align Your Workforce Planning Process With Your Overall Operational Strategy

Workforce planning is an integrated and continuous process that identifies and addresses the critical gaps between current workforce resources and future needs. It requires a systematic approach that identifies and forecasts the magnitude of workforce risks. The process also yields solutions that balance the quantity, quality, and location of critical talent – at the right cost – to drive operational success over time.

Workforce planning in the public sector brings with it unique opportunities and challenges, and this session will focus on the nuts and bolts of the process as we face demographic shifts and cutbacks.

Through interactive instruction, you will plot where your organization is on the analytical and operational maturity curve, and then begin or continue the process of identifying critical workforce segments. Using experiences from both the public and private sectors, you will learn how to:

- Identify critical workforce segments
- Forecast the future workforce
- Implement attraction and retention initiatives
- Track appropriate workforce metrics

WORKSHOP LEADER: Matt Stevenson, Ph.D., is a Principal in the Human Capital practice at Mercer HR Consulting.

11:30 a.m. to 1:00 p.m. – Afternoon break/lunch on your own

1:00 p.m. to 4:00 p.m. – PRE-CONFERENCE AFTERNOON WORKSHOP B

Refreshments will be provided during this session.

Effective Talent Management Begins With Successful Onboarding And Integration – A Holistic Approach To Bringing In New Talent

When bringing in new hires, many organizations focus solely on the new employee's first day. This first day is commonly called orientation and represents a "transactional" approach to bringing on new employees. It is viewed as a discrete, stand-alone event, not integrated with other first-year experiences for new employees.

In contrast, high-performing organizations, particularly in the private sector, use a more comprehensive strategic approach to bringing on new employees called "onboarding." Onboarding incorporates a 3-month to a year-long process of integrating and acculturating new employees into the organization and providing them with the tools, resources, and knowledge to become successful and productive.

Effective talent management requires a holistic approach that ties human capital strategy to the organization's business strategy. Attend this workshop and explore onboarding in depth, to learn about:

- Onboarding challenges facing most government agencies
- Differences between orientation and onboarding
- The value and expected outcomes of successful onboarding – including improved performance, increased employee engagement and retention, accelerated time-to-productivity, and mitigated risk associated with attrition
- "Best practices" for onboarding from both the public and private sectors
- Differences between onboarding and new leader integration
- Characteristics of high-performing organizations for talent management

Through this interactive workshop, you will have the opportunity to discuss your own agency's onboarding practices and opportunities for improvement as you prepare to implement a holistic action plan for talent management.

WORKSHOP LEADER: Daniel Bello is an Associate on the Human Capital and Learning team at Booz Allen Hamilton focused on the federal health market in the areas of Onboarding, Executive Integration and Leadership Development.

Friday, December 2, 2011

These workshops are designed to take your conference experience to the next level. Post-conference workshops allow you to take the information you gained from the general sessions, and identify and focus on your individual needs and applications. Make the most out of this conference by attending these highly interactive, hands-on sessions. Space is limited to ensure interactivity!

Choose C or D or BOTH for Maximum Value and Learning

8:30 a.m. to 11:30 a.m. – POST-CONFERENCE MORNING WORKSHOP C

Continental breakfast will be provided at 8:00 a.m. for the morning workshop attendees.

How To Leverage Best Practices In Employee Engagement Surveys To Ensure Your Human Capital Initiatives Have The Most Impact: A Step-By-Step Process

From survey design, to analysis, to action planning and monitoring, following best practices are paramount to ensuring your human capital initiatives are related to the specific engagement drivers and will have the most impact. The past few years have been challenging for many government organizations. During this time, some have struggled while others have been successful and even thrived. Is this period of uncertainty over? Not yet. The bad news is that we are in an engagement recession. The good news is that it IS possible to succeed.

This workshop will teach you a step-by-step approach for using your employee engagement survey results to ensure the actions you take are the right ones to move your organization forward. Specifically, you will learn how to:

- Design a survey with the final result in mind - separating the “nice-to-know” from the “need-to-know”
- Derive the greatest value from your survey results by following an approach to analyzing results that will allow you to navigate an ocean of data and gain true insight
- Develop optimal planning teams that can be held accountable for turning survey results into actions

WORKSHOP LEADERS: Rebecca Williams is a Lead Consultant in Aon Hewitt’s Engagement and Talent Practice. Ernie Paskey is a Vice President in Aon Hewitt’s Federal Talent Practice.

11:30 a.m. to 1:00 p.m. – Afternoon break/lunch on your own

1:00 p.m. to 4:00 p.m. – POST-CONFERENCE AFTERNOON WORKSHOP D

Refreshments will be provided during this session.

How To Drive Results Through Learning And Talent Measurement: Demonstrating The ROI Of Your Talent Management Processes

Management in government departments is more attuned than ever before to the value of managing human capital in a thoughtful and effective way. HR and Personnel Managers must therefore demonstrate the return on investment (ROI) of talent management processes.

This session will help you build the case for talent management and measurement. You’ll receive a summarization of research on the current state of analytics, discuss models and tools to measure human capital and talent effectively, and review a series of case studies where organizations have leveraged human capital metrics to create a high performing workforce.

Through engaging discussion and interactive exercise, you will leave with a deep understanding of:

- The current state of human capital measurement
- Methodologies, models and tools to conduct practical measurement – and how to choose which one is right for your agency
- Real-world examples of human capital measurement application
- Practical strategies for building your own measurement platform

WORKSHOP LEADER: Jeffrey Berk is Chief Operating Officer for KnowledgeAdvisors, a human capital analytics solutions and technology firm that helps organizations measure, communicate and improve the impact of their people by better managing processes through reliable metrics.

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8:00 a.m.

Registration & Continental Breakfast

8:30 a.m.



CHAIRPERSON'S ADDRESS

Chairperson's Welcome, Opening Remarks And Presentation:

How To Effectively Use Workforce Planning Tools And Employee Engagement Strategies To Sustain Your Workforce In Times Of Organizational Turbulence

Budget cuts are looming, pay and hiring freezes are in effect for many agencies, and the President and the U.S. Congress are looking for ways to make government more efficient. How can human capital professionals continue to recruit and retain top talent in the face of these challenges? This session will examine lessons learned from the last two decades regarding the effective use of workforce planning tools and employee engagement strategies to sustain a high-quality/high-performing workforce in times of major organizational turbulence. You will also learn about the relative effectiveness of various workforce shaping tools and transition/retraining programs to minimize that turbulence, as well as change management strategies that can help your employees understand and accept these initiatives...and continue to perform.

Don't miss this information-packed kick-off session as we address these key themes:

- The importance of workforce planning in handling restructuring and retrenchment
- How to best use workforce planning tools to mitigate the 'stresses' of resizing, reorganizing, etc.
- Engagement strategies that help employees accept the changes to come... and begin to alleviate fear
- How to leverage workforce shaping tools and transition programs to re-tool for new missions
- Succession planning tactics to ensure leadership and technical continuity

Ron Sanders, Senior Executive Advisor

BOOZ ALLEN HAMILTON

Conference Chairperson

9:30 a.m.



Break-Out Blitz!

Network And Discuss Talent Management Challenges With Your Fellow Conference Attendees

This session will open the conversation by connecting you with other conference participants and gain greater understanding into many similar issues, concerns, and challenges that your peers are also facing. Become acquainted with your fellow conference attendees in this fun and fast-paced forum!

10:00 a.m.



Morning Refreshment & Networking Break

10:20 a.m.



CASE STUDY

Integrating Cultural Transformation With Your Strategic Talent Management Initiatives For Substantial Results

Implementing talent management solutions can be complex and multi-faceted. In order to see a transformation, organizations must integrate the various components of the talent management life cycle and integrate them into a change management framework. The Veteran's Employment and Training Services (VETS) Division, within the Department of Labor, undertook a major talent management initiative in May 2010. The goal was to ensure that veterans had the resources and expertise to assist and prepare them to obtain meaningful careers, maximize their employment opportunities, and protect their employment rights. One of the major initiatives to ensure mission success was investing in people. By focusing on changing the culture, and applying an integrated

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talent management framework to all of the people initiatives – on-boarding, recruiting, professional development, leadership development, etc. – VETS was able to create substantial results.

In this session, you will learn how to:

- Develop an integrated talent management strategy
- Integrate your talent management strategies into a culture transformation framework
- Leverage cultural changes as a means to achieving your talent management results

You will leave this session with strategic insight and practical tools so you return to your agency ready for success with your own talent management and culture change efforts.

Rachel J.C. Bellamy, Chief People Officer, Veteran's Employment and Training Services
U.S. DEPARTMENT OF LABOR

11:10 a.m. CASE STUDY

The “Flexible Workplace Initiative” – How Implementing A Telework Program Can Cut Costs And Improve Productivity In Your Organization

To reduce the need for real estate, increase productivity, and retain key employees, a major component of the U.S. Department of Homeland Security (DHS) has been allowing employees at a major Service Center in the field and a Headquarter organization to telework four days a week. Employees share cubicles when they are in the office and use government furnished equipment at home. Another organization within DHS has eliminated 50% of their office space and everyone, including the Office Director, shares their workspace with others.

This new “Flexible Workplace Initiative” will become the model for future administrative offices in DHS, resulting in extensive cost savings by reducing real estate, as well as better continuity of operations.

In this enlightening session, you will learn why a “Flexible Workplace Initiative” is something your own organization should consider to achieve the following benefits:

- Extensive cost savings
- Reduced real estate expenses and management time
- Improved continuity of operations
- Increased productivity of employees

Shawn Flinn, Director, Human Capital Policy and Programs
Terrence Hill, Telework Coordinator
U.S. DEPARTMENT OF HOMELAND SECURITY

12:00 p.m.

Lunch On Your Own -- But Not Alone!

Join a group of your colleagues for lunch with an informal discussion facilitated by one of our expert speakers. Take this opportunity to join others in a small, interactive group setting to network and brainstorm solutions to your most pressing talent management concerns.

1:30 p.m. PANEL DISCUSSION

Avoid Being The “Starter Employer” – Insider Guidance On How To Retain Veterans After You've Hired Them

Are you experiencing a higher-than-expected turnover of your veteran employees? Are you losing on your recruiting investment because the veterans are leaving after 18-24 months on the job? This interactive panel discussion will provide insider advice on how to become more than a “starter employer.”

Government agencies that are successful at retaining veterans know that it takes a combination of tactics, including:

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- Creating a welcoming environment for transitioning military, including helping them navigate the organization and network with other veteran-employees
- Fostering a positive work environment where both veterans and managers understand the importance of valuing, appreciating, hiring, and retaining a workforce comprised of significant numbers of veterans.
- Improving employee satisfaction by improving communication and helping veterans "visualize a career" and not just a job

Moderator:

Lisa Rosser, Military Recruiting Expert

THE VALUE OF A VETERAN

Panelists:

Ernie Beltz, Veteran Employment Program Manager

U.S. DEPARTMENT OF THE TREASURY

Len Clark, Veteran Employment Program Manager

U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES

2:20 p.m. CASE STUDY

Succession Planning On Pennies: How To Be More Efficient And Cost-Effective With Your Workforce Management Activities

In 2004, the California Health and Human Services (CHHS) agency began succession planning and workforce management activities. With 37 percent of their middle and senior managers 55 years of age or older, CHHS had concerns that without focused action to build the management bench, it would be left without core institutional knowledge and risk losing vital information and historical context. Limited in the amount of available resources at the time, CHHS was left to develop its own succession planning and management program without the benefit of lessons learned or best practices from others before them.

All succession planning and workforce management activities were completed with existing funds as there was no additional funding available. The results are ongoing and show that the strategies in place have addressed the "brain drain" in key areas within the organization, as well as developed supervisors and middle managers for future executive roles.

In this session, you'll explore ways to be more efficient and cost-effective with your own workforce management activities, including how to:

- Develop an overarching vision that includes core values and competencies for organizational sub-units and departments within your organization
- Coordinate succession planning efforts across multiple departments
- Inform and shape policies that extend beyond your organization
- Maximize the use of existing resources and information technology to address workforce planning gaps
- Effectively communicate to senior management across the diverse organization

Lorna Fong, Former Assistant Secretary

CALIFORNIA HEALTH AND HUMAN SERVICES AGENCY

3:10 p.m.

Afternoon Refreshment & Networking Break

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3:20 p.m.  CASE STUDY

How To Develop An Effective Workforce Plan That Compliments Your Agency's Overall Strategic Plan

Many government agencies are now realizing what private industry has known for some time - the need for a Human Capital Strategic Plan (HCSP). Even though government agencies are not necessarily tied to a bottom line like private industry, the need for a plan is just as important. In the present environment, government agencies must ensure that they're maximizing their human capital and retaining the necessary workforce. Developing a plan that is usable and aligns with your organization's overall strategic plan is a necessary first step.

This enlightening session will provide you with a working process on how to develop a human capital plan that supports the mission of your organization and utilizes the Human Capital Assessment Framework from the U.S. Office of Personnel Management (OPM). By creating valuable roadmaps and utilizing best practices for designing your plan, your HCSP will allow you to plan for the future based on capabilities, and identify the strengths and weaknesses in your talent pool.

Pamela L. Spearow, Director, Civilian Personnel Programs
NAVAL FACILITIES ENGINEERING COMMAND HQ

4:10 p.m.  CASE STUDY

How To Expand Your Succession Planning Toolbox And Create A Workforce With Increased Skill And Competency

The Department of Defense (DoD) is developing a robust set of tools for Executive Leadership Development, Talent Management and Competency Alignment. While originally started as three disparate efforts, the DoD has sought to align these processes in a comprehensive Total Force strategy for their 800,000 career civil servants in the 21st century.

Benchmark best practices with this leading agency as you learn strategies and tactics to help you successfully transform your own organization's human capital operations. In particular, this presentation will cover:

- An overview of the tools and programs
- How to remove the barriers that may keep you from creating an effective program
- Lessons learned from the DoD Inaugural Talent Management process
- How to develop and retain talent in a constrained fiscal environment
- What managers need to know to effectively manage their talent base

Pat Tamburrino, Jr., Deputy Assistant Secretary of Defense & Chief Human Capital Officer
U.S. DEPARTMENT OF DEFENSE – OFFICE OF CIVILIAN PERSONNEL POLICY

5:00 p.m.
End Of Day One

5:15 p.m. 
Networking Reception: Please Join Us!

We invite you to join us for a drink as you relax with your peers. All conference attendees and speakers are welcome to join us for this special opportunity to continue networking. Don't miss this chance to benchmark new ideas over complimentary drinks!

6:30 p.m. 
Dine Around

Sign up during the day for dinner with a group. Take advantage of Washington, DC's fine dining while you continue to network with your colleagues.

8:00 a.m.

Continental Breakfast & Networking

8:30 a.m.

Chairperson's Opening Of Day Two

Ron Sanders, Senior Executive Advisor

BOOZ ALLEN HAMILTON

8:40 a.m.



CASE STUDY

From Exhausted To Effective:

The Value Of Thinking Differently To Drive Engagement And Productivity

In this energizing session, you will hear about an innovative, research-based approach designed to increase employee engagement by building and exercising 21st century leadership competencies. Managers still play an important and vital role on employee performance and retention. Now, see how a long list of possible managerial activities and competencies was reduced to the “vital few accelerators” that have the most impact on improving both employee engagement and leadership effectiveness. This approach ensures that managers remember fundamental activities that create positive energy by recognizing and appreciating what is working (success), which produces greater engagement and momentum for change; ultimately achieving “breakthrough” increases in organizational results.

Specifically, you will learn:

- The “vital few accelerators” that drive outcomes of employee engagement and leadership effectiveness
- How to apply the “vital few accelerators” on-the-job
- The value of using an appreciative inquiry based approach to leadership

Jim Trinka, Ph.D., Director, Air Traffic Organization Training & Development

FEDERAL AVIATION ADMINISTRATION

9:30 a.m.



CASE STUDY

Onboarding And Mentorship Program Essentials: How To Achieve Employee Engagement From Day One

In today's fast-paced environment, it is critical that government agencies engage new employees from day one and ensure opportunities exist for them to learn, grow, and develop throughout their careers. Nowhere are these concerns more pronounced than in the U.S. Department of Defense (DoD) where organizations not only have to attract employees in a highly competitive labor market, but ensure that newcomers are quickly assimilated into their new roles. In this dynamic environment, it is critical that organizations have a systematic way for welcoming and onboarding new hires and forging mentorship relationships that allow new employees to learn quickly from more seasoned co-workers.

The Deputy Under Secretary of the Air Force for International Affairs (SAF/IA) is the Air Force leader for policy, activities, and interactions that promote and support international relationships, interoperable capabilities, and sustained engagement with partners across the globe in support of National Security objectives. SAF/IA partnered with Wedgewood Group to establish a multi-step approach to new employee orientation and engagement. The formalized SAF/IA Welcome and Sponsorship Program, coupled with the SAF/IA Mentorship Program, provides the key elements necessary to ensure that positive first impressions are not just made, but that they continue through the critical first few weeks and months in the new organization and into the future.

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Using the lessons of SAF/IA, this session will allow you to explore ways to ensure that your new hires are fully engaged and informed from the start and that their early successes are sustained, including how to:

- Outline the critical components of an impressionable welcome and sponsorship program and identify gaps within your organization's efforts
- Establish an effective mentorship program with a successful implementation plan
- Identify the key roles your organization's leadership play in developing and executing valuable onboarding and mentoring programs
- Use a five-step process to assemble, focus, and direct your team to achieving onboarding and mentorship program success

Gordon-Michael Cox, Chief of Human Capital Development Branch

SECRETARY OF THE AIR FORCE FOR INTERNATIONAL AFFAIRS (SAF/IA)

Dr. Patrick Leddin, PMP, Managing Director

WEDGEWOOD GROUP

10:20 a.m.



Morning Refreshment & Networking Break

10:40 a.m.



CASE STUDY

OPM Hiring Reform: Insider Guidance And How It Relates To You

The Office of Personnel Management developed the framework for what led to a Presidential edict on hiring reform initiatives. And then, in a matter of six months, and while many thought it was impossible, delivered policies for hiring reform to Federal agencies and to potential applicants seeking careers with the Federal government.

The President's "Improving the Federal Recruitment and Hiring Process" Memorandum in May 2010 required agencies to develop and incorporate new hiring process and procedures. It also demanded that they modify the old ways of doing business and change well-entrenched mindsets on how hiring should be carried out so that the Federal government could effectively compete for the most qualified talent in a very competitive labor market.

Don't miss this opportunity to get the real story on the U.S. Government hiring reform from this OPM insider, including:

- President's Memorandum
- How OPM is assisting agencies in meeting this mandate
- Results to date
- What's next - USAJBS3.0, Assess, Recruit, Pathways

Angela Bailey, Associate Director of Employee Services

U.S. OFFICE OF PERSONNEL MANAGEMENT

11:30 a.m.



CASE STUDY

Diversity And Inclusion: Getting Beyond The Buzz

Fortunately by now, most human capital professionals have heard the words "diversity and inclusion" in the workplace. You've seen the phrase in your employment policies, on your agency's website, on your recruitment materials and perhaps, even listed in your core values. Yet many human capital professionals and diversity practitioners face significant challenges in communicating the value of diversity and inclusion to their organization and implementing real change. For some, the challenge is that diversity and inclusion are so common place, they have become buzzwords within their organization. For others, the challenge is talking about diversity and inclusion

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in a way that doesn't conjure up potentially negative connotations of "politically correct" topics around race and gender. And for many, the challenge is that their organization fails to see the essential link between diversity and their everyday work. What are the solutions to overcoming these challenges?

During this session, you'll get beyond the buzz by talking openly about what "diversity and inclusion" really means and how to shift the paradigm so that your organization can leverage diversity for greater innovation, efficiency, and engagement. Specifically, you will learn:

- The evolution of diversity and inclusion from the civil rights era to today
- How to build a strong business case for diversity by linking diversity to your mission, workforce, and customers
- The importance of developing strategies for managing diversity beyond just looking at the numbers
- Common sense approaches for creating a diverse and inclusive environment that you can implement immediately

Elaine P. Ho, Diversity and Inclusion Director
INTERNAL REVENUE SERVICE

12:20 p.m.

Lunch On Your Own -- But Not Alone!

Join a group of your colleagues for lunch with an informal discussion facilitated by one of our expert speakers. Take this opportunity to join others in a small, interactive group setting to network and brainstorm solutions to your most pressing talent management concerns.

1:50 p.m.



INTERACTIVE SESSION

Group Exercise: Brainstorm Solutions And New Ideas You Can Use

You asked for it, you got it! Interact and discuss solutions to your talent management challenges with your fellow attendees and our experienced speakers. You will leave with new tools and hands-on experience and ideas for more successfully applying best practices to your own talent management initiatives.

2:35 p.m.



Afternoon Refreshment & Networking Break

2:45 p.m.



CASE STUDY

Using Performance Management Systems And Principles To Effect Change And Meet Your Talent Management Goals

Each year, Federal agencies have the opportunity to use the Employee Viewpoint Survey and the Human Capital Assessment and Accountability Framework (HCAAF) to gauge their progress in achieving talent management goals. In this session, you will see how the application of basic performance management and change management principles transformed the United States African Development Foundation's (USADF) core business processes and personnel performance levels to achieve double-digit improvements in all four HCAAF indices, and achieved major operational improvements of lower overhead and shorter business processes cycle times. Together, these changes have dramatically improved this small agency's mission impact and effectiveness.

The principles that USADF found effective are directly transferable to both large and small organizational units. Performance solutions do not require huge investments in technologies or consulting engagements to be effective. Positive performance improvements are possible with the consistent application of a motivated and trained change agent, a platform to work from, and with support from the organizational leadership.

This practical session will give you insights into how your agency can:

- Apply proven performance management concepts to achieving talent management goals

- Avoid common pitfalls to achieve transformation objectives in your organization
- Expand the effect to broader areas in your agency or department

David Blaine, Senior Policy, Planning and Performance Advisor
U.S. AFRICAN DEVELOPMENT FOUNDATION

3:35 p.m. CASE STUDY

Engaging Federal Employees: Trends, Issues, And Implementation Strategies For Success

The U.S. Merit Systems Protection Board (MSPB) periodically conducts a government-wide survey of Federal employees to obtain their opinions on working conditions, human capital management, and their career intentions. That survey has provided valuable insights into trends in Federal employee engagement and the factors that contribute. Based on survey data and other research, MSPB has recommended actions that Federal agencies can take for effective engagement practices and in related areas such as supervision and performance management.

This session will provide you with an inside look at MSPB's research and ways to improve your agency's employee engagement levels. In particular, you will learn:

- How Federal employees view their jobs, supervisors, and agencies
- Federal agency strengths and challenges in employee engagement
- Steps that Federal agencies and managers can take to enhance employee engagement

James Tsugawa, Senior Research Analyst
U.S. MERIT SYSTEMS PROTECTION BOARD

4:25 p.m.

Chairperson's Recap: Key Takeaways And What To Do When You Get Back To The Office

We'll recap the highlights of the past two days and ask you to share key insights and next steps with the group.

Ron Sanders, Senior Executive Advisor
BOOZ ALLEN HAMILTON

4:45 p.m.

Close Of General Sessions

RAVE REVIEWS FROM PAST CONFERENCE ATTENDEES:

"The quality of the presentations was excellent. I really appreciated the level of the presenters and the diversity. There were real take-aways. I would highly recommend this or other Advanced Learning Institute conferences to coworkers."

K. Buehler, Recruitment Manager
U.S. ARMY

"I was pleasantly surprised at the excellent presentations. Happily, I've learned a lot and appreciate the information sources gained from the conference."

G. Shane, Technical Information Specialist
DEFENSE TECHNICAL INFORMATION CENTER

ABOUT OUR CONFERENCE SUPPORTERS:



The National Human Resources Association (NHRA) is focused on advancing the development and leadership of human resource professionals. Through professional programs and services offered across the country, they strive to support human resource professionals throughout their career life cycle - from intern to executive - as Human Resources leads the way for change in today's businesses.

Each day, each meeting, and each initiative they pursue, NHRA helps members turn Human Resources theory, concepts and general information into smart, meaningful action, relevant to their individual professional practices. By doing so, they aim to create a new breed of Human Resource service and fundamentally shift the focus of HR associations back to the daily lives of the humans they serve.

To learn more about NHRA, please visit: <http://www.humanresources.org/>.



The New Talent Management Network is the world's largest network of talent management professionals! Always free, they help you network through their City Group meetings and their searchable database of member's expertise. Their research pages keep you current on the latest developments in talent management and their jobs page helps you find great new opportunities.

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The Center for Excellence in Public Leadership (CEPL) at The George Washington University offers cutting-edge leadership and management programs for managers in the public sector. The Center brings more than 20 years experience to its work with federal managers, including standardized training that prepares federal leaders for senior executive positions, and customized training to address specific training needs for a variety of managerial and supervisory levels.

Programs offered during 2011 include the Senior Leader Program, Advanced Leadership Workshop, Emerging Leaders Workshop, and Step Up to the Microphone with Confidence.

For more information, visit <http://www.leadership-programs.org/>.



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To learn more about FBG, please visit: <http://www.govsupplier.com/index.php?page=pub>.

RAVE REVIEWS FROM CONFERENCE ATTENDEES:

"This is Top Notch - Best in Class - Best I've been to!"

M. Pitt, Chief Innovation

U.S. AIR FORCE, OFFICE OF SPECIAL INVESTIGATION

"The conference drew a variety of organizations, which was great in terms of gaining perspective & knowledge."

Kelly Medwick, Director of Marketing and Communications

NEBRASKA CHILDREN & FAMILIES FOUNDATION

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Please contact the hotel directly when making your reservation. **For the conference, a limited number of rooms have been set aside at the government per diem rate of \$181/night. Please be sure to call the hotel no later than October 31, 2011 to help ensure this rate and mention that you are attending the “Talent Management for Government” conference.** We recommend that reservations be made early, as the number of rooms at our rate is limited.

Located in the heart of downtown, the Four Points by Sheraton Washington D.C. Downtown offers contemporary accommodations and first-class service. It is just 3 blocks from the McPherson Square Metro Station, which serves the Orange and Blue Lines, making it convenient to all of Washington's attractions, businesses, and government centers. Airport access is just 4 miles away at Reagan National Airport (DCA), 27 miles away at Dulles International Airport (IAD) and 32 miles away at Baltimore International Airport (BWI).

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Photo courtesy of WCTC

Join us in Washington, DC, for A.L.I.'s inaugural forum on “TALENT MANAGEMENT FOR GOVERNMENT: Practical Strategies For Maximizing Organizational Performance Through Employee Engagement And Workforce Planning,” and enjoy this wonderful city's restaurants, shopping, attractions and nightlife.

For more information on your visit to Washington, DC, go to www.washington.org.

REGISTRATION FEES:

The following are included in your conference registration: attendance, a detailed conference workbook and any additional meeting materials -- including access to the conference wiki, continental breakfasts, morning & afternoon refreshments, and an evening networking reception.

Group Discount: Register 3 colleagues and the 4th is FREE!	Extra Earlybird Pricing: Register with payment by July 28th	Earlybird Pricing: Register with payment by September 29th	Regular Pricing: Register with payment after September 29th
Conference Only (Nov. 30th & Dec. 1st)	\$1,299	\$1,499	\$1,699
Conference Plus One Workshop	\$1,699	\$1,899	\$2,099
Conference Plus Two Workshops	\$1,999	\$2,199	\$2,399
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Conference Plus All Four Workshops	\$2,299 BEST VALUE!	\$2,499	\$2,699
Conference Workbook Only (if not attending)		\$199.00* + \$20.00 S&H	
*IL residents will be charged 9.25% sales tax on workbook orders.			

Payment is due two weeks prior to the conference. If payment has not been received two weeks before the conference, a credit-card hold, training form or purchase order will be taken to ensure your space.

SPONSORSHIP & EXHIBIT OPPORTUNITIES ARE AVAILABLE:

This conference provides an excellent opportunity to market your products and services to a targeted government human capital audience. Space is limited, so please call Melissa at (773) 695-9400, x14, for more information.

GROUP DISCOUNTS: REGISTER 3 & THE 4TH IS FREE!

Four or more attendees, registering together, enjoy a savings of at least \$1,299! Register three attendees and the fourth registrant is FREE! That's a 25% savings off each registration. Note to small departments – register together with your colleagues from another organization and receive the same group discount. The free registrant must be of equal or lesser value.

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Earn conference attendance bonuses as you benchmark with other organizations. For every A.L.I. conference attended, receive a \$200 discount off your next A.L.I. conference. Also, you will receive special bonuses and perks reserved only for A.L.I. frequent attendees.

PROGRAM CHANGES:

A.L.I. reserves the right to make changes in programs and speakers, or to cancel programs if enrollment criteria are not met or when conditions beyond its control prevail. Every effort will be made to contact each enrollee if a program is canceled. If a program is not held for any reason, A.L.I.'s liability is limited to the refund of the program fee only.

CANCELLATION POLICY:

You may make substitutions at any time; please notify us as soon as possible. If you cancel (in writing) more than two weeks prior to the conference (before November 15th) a refund will be provided less a \$295 administration fee. Registered participants who do not attend or who cancel two weeks prior to the conference or less (on or after November 15th) will be issued a credit memo. Credit memos will be valid for one year from date of issuance and can be used by anyone in your organization.

RAVE REVIEWS FROM CONFERENCE ATTENDEES:

"This was the best conference hands down. The overall quality, control/flow of subjects and coordination of events and activities was superlative!"

C. Pugh, HR Specialist

NATIONAL INSTITUTES OF HEALTH, OFFICE OF HUMAN RESOURCES

"The conference was really informative and well structured."

J. Morris, HR Recruitment Specialist

U.S. DEPARTMENT OF AGRICULTURE

"This is one of the best conferences that I've been to. The speakers and topics were well chosen."

S. Harvey, Training Officer

CALIFORNIA PUBLIC UTILITIES COMMISSION

ABOUT THE ADVANCED LEARNING INSTITUTE:

The Advanced Learning Institute's mission is to help executives build strong personal relationships, expand their business knowledge of cutting-edge trends, and find proven solutions to a wide range of strategic management problems.

Our forums bring together industry leaders and experts to share valuable, real-world experiences, and best practices on how to meet tomorrow's management challenges.

The Advanced Learning Institute's focus is on delivering high-quality programs, which consistently meet the needs of our customers. Our conferences serve a broad range of specialized industries and functions, including:

Government · Communications · Performance Measurement · Strategic Planning

Human Resources · Health Care · Brand Management · Marketing · Biometrics · e-Commerce · Technology

WE GUARANTEE RESULTS:

The Advanced Learning Institute has been successfully providing senior executives with forums to share practical experiences and solutions to a variety of organizational challenges. We are so confident you'll benefit from the innovative strategies shared during this conference that we'll guarantee it! If you follow the advice of our speakers, and you don't improve efficiency valued at the cost of your registration fee, then we'll send you a full credit to be used for a future event.

A Few Of Our Past Social Media Attendees Include Representatives From These Leading Organizations:

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- District of Columbia
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- Office of Naval Intelligence
- Department of State
- Marine Corps
- Office of Personnel Management
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- City of Atlanta, GA
- Department of the Interior
- General Services Administration
- Fairfax County Government
- Department of Transportation
- CDC
- Forest Service
- Sarasota County, FL
- Environmental Protection Agency
- Army
- IRS
- Census Bureau
- Patent and Trademark Office
- FAA
- City of Las Vegas , NV
- City of Chicago, IL
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- U.S. Government Printing Office
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- Pentagon Renovation
- Office of the Governor, Washington
- American Institutes for Research
- USAID
- NOAA
- American Society for Microbiology
- Department of Housing and Urban Development
- Department of Veterans Affairs
- FDIC
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☐ Post-Conference Workshop C: How To Leverage Best Practices In Employee Engagement Surveys To Ensure Your Human Capital Initiatives Have The Most Impact: A Step-By-Step Process

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