




HCMG

HUMAN CAPITAL MANAGEMENT GOVERNMENT TRAINING EVENT

Creating The Next Generation of Federal & Defense Human Capital

December 2-4, 2014

Hilton Alexandria Mark Center, VA
www.hcmgovernment.com

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91% Of HCMG 2013
Attendees Would Recommend
This Training Series To A Colleague



90% of HCMG 2013
Attendees Say That This Is
The Industry's Premier Event

Your Challenges Addressed



Recruitment & Retention

How are we strengthening outreach programs & engaging our employees to achieve outstanding results in a time of low resource?

Who You Will Hear From At HCMG

- Jeri Buchholz, CHCO, [NASA](#)
- Miriam Cohen, CHCO, [Nuclear Regulatory Commission](#)
- Catherine Emerson, CHCO, [Department of Homeland Security](#)
- Billy Milton, CHCO, [Department of Agriculture](#)



Development & Assessment

How are we optimizing the talent already in our organization, creating a lifecycle perspective for employees' development & aligning this with the mission over time?

Who You Will Hear From At HCMG

- Karl F. Schneider, Assistant Secretary of the Army Manpower and Reserve Affairs (Acting), [US Army](#)
- Mari Barr Santangelo, Deputy Assistant Attorney General/Human Resources Director & CHCO, [Department of Justice](#)
- Trina Greer, CLO, [Department of Health and Human Services](#)
- Reese Madsen, CLO, Intelligence, [Department of Defense](#)



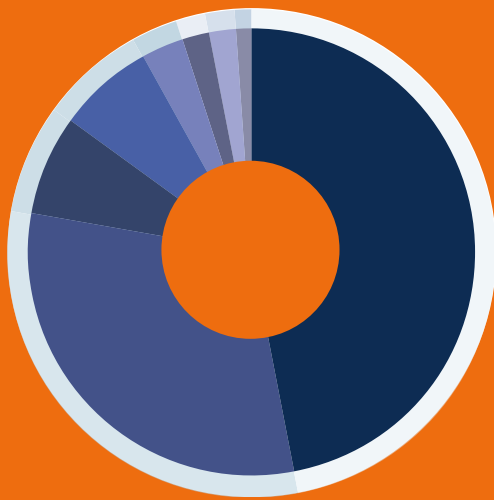
Planning & Performance

How are we implementing human capital strategic planning to do the right thing with the right number of people?

Who You Will Hear From At HCMG

- Quasette Crowner, Deputy CHCO, [Department of Education](#)
- Linda Tagliatela, Deputy CHCO, [Department of State](#)
- Georgia Coffey, Deputy Assistant Secretary for Diversity and Inclusion, [Department of Veterans Affairs](#)
- Lynne Baldrighi, Director, HR Strategic Programs & Advisory Services, Civilian Personnel Policy, [Department of Defense](#)

Audience Breakdown by Industry



- 47% Federal Government (non-Defense)
- 31% Department of Defense & Military
- 7% Academic Institution
- 7% Non-Profit Organization
- 3% Media/Press
- 2% International Government
- 2% Local Government
- 1% US Congress

Audience Breakdown by Seniority



- 27% Director
- 20% CHCO/CLO/CMO
- 17% Specialist
- 12% Program Manager
- 8% Analyst
- 7% Chief
- 5% Asst. Secretary/Dep. Asst. Secretary
- 4% Commander

69% of HCMG 2014 Speakers Are Secretary, CHCO, CLO & Director Level



HCMG 2014 Speakers Include:

DAY ONE



Katherine Archuleta
Director
OPM



Karl F. Schneider
Assistant Secretary of the Army
Manpower and Reserve Affairs
(Acting)
US Army



Jeri Buchholz
CHCO
NASA



Miriam Cohen
CHCO
Nuclear Regulatory
Commission



Catherine Emerson
CHCO
Department of Homeland
Security



Billy Milton
CHCO
Department of Agriculture



Quasette Crowner
Deputy CHCO
Department of Education



Karleese Kelly
Deputy CHCO
Department of Agriculture



Linda Tagliatala
Deputy CHCO
Department of State



Reginald Wells
CHCO
Social Security Administration



Juan M. Garcia III
Assistant Secretary of the Navy
(Manpower and Reserve Affairs)
US Navy



Alexis Kellett
Chief, HR Business Integration
US Air Force



Kim Bauhs
CLO, Immigration and Customs
Enforcement,
Department of Homeland
Security



Dustin Brown
Deputy Asst. Director for
Management
Office of Management and
Budget



Clo Taylor
Acting Director, Human Capital
Initiatives
Office of the Under Secretary
of Defense



Lynne Baldrighi
Executive Director, HR Strategic
Programs & Advisory Services,
Civilian Personnel Policy
Department of Defense



Georgia Coffey
Deputy Assistant Secretary for
Diversity and Inclusion
Department of Veterans Affairs



Mari Barr Santangelo
Deputy Assistant Attorney
General/Human Resources
Director & CHCO
Department of Justice



Trina Greer
CLO
Department of Health and
Human Services



Reese Madsen
CLO, Intelligence
Department of Defense



David Rude
CLO, Civilian Workforce
Department of Defense



Pamela Boyland
Director, OHRM Accountability
Office
US Department of Commerce



Clarence Baker
Deputy Director, National Capital
Region HR Center
Department of Health and
Human Services



Aaron Lee
Director, Leadership &
Professional Development,
Veterans Benefits Administration
Department of Veterans
Affairs

DAY TWO



Brandon Guzzone
CLO, Office of Learning and
Workforce Development
Department of Energy



Julie Brill
Group Manager, Training and
Executive Development
OPM



Susan Yarwood
Director, Human Resources
Directorate, Washington
Headquarters Services
Department of Defense



Paula Chandler
Director, Human Resources,
Surface Transportation Board
Department of Transportation



Reginald Mebane
Director, Office of Diversity
Management and Equal
Employment Opportunity
Centers for Disease Control
and Prevention



Elaine Rigas
Director, Total Force Office &
Human Capital Management
National Maritime
Intelligence-Integration Office



Julie Spyres
Deputy Chief Learning Officer &
Director of Leadership, Learning
& Development
Department of Defense



John Palguta
VP, Policy
Partnership for Public Service



Rhonda Jones
Assistant Director, Human
Capital Planning & Executive
Resources
Court Services & Offender
Supervision Agency



Erin Park
Human Resource Specialist
Court Services & Offender
Supervision Agency



Rebecca Ayers
Manager, Performance
Management Solutions
OPM



Jill Nissan
Workforce Planning Program
Manager
US Geological Survey



Sue Engelhardt
Director, Human Resources
US Army Corps of Engineers



Ron Brade
Director, Human Capital
Management
NASA- Goddard Space Flight
Center



William Ferree
Manager, Web-Enabled
Programs
US Naval War College



Kalaida Holmes
Lead Human Resource Specialist
Environmental Protection Agency



Charlene McCollum
Human Resources Officer, Office of the Chief Component Human Capital Officer
Federal Emergency Management Agency



Chaletta McCoy
Staff Director, Human Capital Program Development
Defense Logistics Agency



Jewel Baldwin
Sr. Human Resources Specialist, Office of Workforce Acquisitions
Library Of Congress



Richard Vinnacombe
Branch Chief, Human Resources Solutions
OPM



Mary Jones
Assistant Chief of Staff for Training and Education
Naval Meteorology and Oceanography Command



Kimberly Powell
Director, Office of Workforce Performance and Development
Library of Congress

DAY THREE



Tony TorresRamos
Director, Office of Civilian Human Resources
Department of the Navy



Col. Doug Butt
Director, Air Personnel Management
Royal Canadian Air Force



Will Brown
Deputy Director, Business Operations
Office of Naval Research



Lacey Dingman
CHCO
Securities and Exchange Commission



Christopher Kapellas
Deputy Director, Human Resources Directorate, Washington Headquarters Services
Department of Defense



Ricci Mulligan
Deputy Director for Resource Management, FPS
Department of Homeland Security



Larry Wark
Director, Veteran Employment Services Office
Department of Veterans Affairs



Joseph Harrison
Chief, Recruitment & Retention, MEDCOM
US Army



Jessica Lynch
Business Modeling and Decision Support System Program Manager
Naval Air Systems Command



Ron Slaughter
Deputy Chief of Staff, Strategic Plans & Readiness
Army Test & Evaluation Command



Mika Cross
Senior HR Strategist & Work/Life Advisor, HR Strategy & Evaluation Solutions
OPM



Jennifer McDowell
CIO Realignment Project Manager
Department of Agriculture



Vonda Bell
Director, OCIO Business Services
Department of the Interior



Reginald Mebane
Director, Office of Diversity Management and Equal Employment Opportunity
Centers for Disease Control and Prevention



Lorraine Allison
Director, Procurement Support Office
Defense Human Resource Activity



Stephen Daniels
Senior Strategic Human Capital Advisor
Defense Human Resource Activity



Heather Lermont-Pape
Manager, Learning & Development
Defense Human Resource Activity



Katrina Logan
Chief Information Officer
Defense Human Resource Activity



Cornelius Wyatt
Management & Program Analyst, Public Relations & Education
US Citizenship and Immigration Services



Russ Shiplet
Former Division Deputy, Develop & Retain Integrated Business Operations
NAVSEA

INDUSTRY EXPERTS



Gail Ferreira
Territory Director, Workforce Solutions
Apollo Education Group



Terry Miller
Chief Operations Officer, Public Sector
Visionary Integration Professionals



Francis Rose
Federal News Radio



Keith Trippie
Former Senior Executive Service, Department of Homeland Security; Board Member, Visionary Integration Professionals



Jamie Neidig
Director, Product Management, Human Capital and Analytics Practices
Management Concepts



Jason Miller
Executive Editor
Federal News Radio



Patrick Devlin
Vice President of Public Sector
Cornerstone OnDemand



Tim Geisert
Vice President of Global Sales
IBM Smarter Workforce



Jim Hagy
Human Capital Director
Deloitte Consulting LLP

Agenda At A Glance

[Click Here To View The Full Agenda](#)

Tuesday, December 2, 2014

Creating the Next Generation of Government Human Capital

7:00 **Continental Breakfast & Registration In The Solutions Zone**

7:55 **Welcome Remarks**

8:00 **Chairperson's Opening Address**
 Jim Hagy, Human Capital Director, **Deloitte Consulting LLP**

8:10 **OPENING KEYNOTE: The Future Workplace And Meeting The Needs Of The Future Worker**
 Katherine Archuleta, Director, **OPM**

8:30 **KEYNOTE: Civilian Workforce Transformation**
 Karl F. Schneider, Assistant Secretary of the Army Manpower and Reserve Affairs (Acting), **US Army**

8:50 **CHIEF HUMAN CAPITAL OFFICER PANEL: Developing A Holistic & Integrated Approach To Talent Management**
 Career mobility is being able to connect talent across the organization & allow movement between roles. Here we learn how to transform expectations by redefining how individuals look at themselves and their roles.
 Jeri Buchholz, CHCO, **NASA**
 Miriam Cohen, CHCO, **Nuclear Regulatory Commission**
 Catherine Emerson, CHCO, **Department of Homeland Security**
 Billy Milton, CHCO, **Department of Agriculture**

9:30 **Morning Networking Break In The Solutions Zone**

10:10 **CHIEF HUMAN CAPITAL OFFICER PANEL: Motivating, Empowering & Engaging Employees To Achieve Outstanding Results**
 Environmental factors like shrinking budgets, greater expectations of transparency, the fiscal cliff, the retirement surge & the ongoing technical revolution are driving agencies to change the way they execute their mission. How are agencies creating change?
 Quasette Crowner, Deputy CHCO, **Department of Education**
 Karlease Kelly, Deputy CHCO, **Department of Agriculture**
 Linda Tagliatela, Deputy CHCO, **Department of State**
 Reginald Wells, CHCO, **Social Security Administration**

10:50 **KEYNOTE: Addressing the Department of the Navy's approach to Human Capital Management**
 Juan M. Garcia III, Assistant Secretary of the Navy (Manpower and Reserve Affairs), **US Navy**

11:10 **Small Group Discussions:**
 Join two groups for 30mins each for the best conversations you'll have all year!

1) Strengthening Outreach & Recruitment Programs To Attract The Best & Brightest Candidates
 Alexis Kellett, Chief, HR Business Integration, **US Air Force**

2) HR and Learning - Coming Together To Enhance Individual and Organizational Performance
 Kim Bauhs, CLO, Immigration and Customs Enforcement, **Department of Homeland Security**

3) Exploring How Key Data Can Be Used by Leaders and Managers to Improve the Federal Workforce
 Dustin Brown, Deputy Asst. Director for Management, **Office of Management and Budget**

4) The Critical Role Of Engaged Senior Leadership In Talent Management
 Clo Taylor, Acting Director, Human Capital Initiatives, **Office of the Under Secretary of Defense**

5) Managing Your Agency's Talent Through Strategic Workforce Planning
 Lynne Baldrighi, Executive Director, HR Strategic Programs & Advisory Services, Civilian Personnel Policy, **Department of Defense**

6) Strategic Update From The US Navy
 Juan M. Garcia III, Assistant Secretary of the Navy (Manpower and Reserve Affairs), **US Navy**

12:10 **Lunch For All Attendees**

1:40 **Chairperson's Afternoon Address**
 Jim Hagy, Human Capital Director, **Deloitte Consulting LLP**

1:50 **KEYNOTE: Obstacles To Organizational Inclusion**
 Georgia Coffey, Deputy Assistant Secretary for Diversity and Inclusion, **Department of Veterans Affairs**

2:10 **The Philosophy Of Leadership**
 Mari Barr Santangelo, Deputy Assistant Attorney General/Human Resources Director & CHCO, **Department of Justice**

Join our select group of solution providers in The Solutions Zone



Agenda At A Glance Continued

[View The Full Agenda](#)

- 2:30 **CHIEF LEARNING OFFICER PANEL: Adopting New Training Methods To Drive Employee Engagement & Enhance Organizational Efficiency**
Often there can be a mismatch between the training that is required in agencies and what is actually provided. By consolidating our learning management systems, we can get the right information across in a style that meets the needs of diverse age groups and saves money.
Trina Greer, CLO, Department of Health and Human Services
Reese Madsen, CLO, Intelligence, Department of Defense
David Rude, CLO, Civilian Workforce, Department of Defense
- 3:10 **Afternoon Refreshments In The Solutions Zone**
- 3:50 **Small Group Chats:**
Join two groups for 30mins each for the best conversations you'll have all year!
- 4:50 **1) The Value Of Conducting Internal Program Evaluations**
Pamela Boyland
Director, OHRM Accountability Office
US Department of Commerce
- 2) **Creating Measures For Human Resources**
Clarence Baker, Deputy Director, National Capital Region HR Center, Department of Health and Human Services
- 3) **Accountability for 21st Century Leadership**
Aaron Lee, Director, Leadership & Professional Development, Veterans Benefits Administration, Department of Veterans Affairs
- 4) **The Philosophy Of Leadership**
Mari Barr Santangelo, Deputy Assistant Attorney General/Human Resources Director & CHCO, Department of Justice
- 5) **Obstacles To Organizational Inclusion**
Georgia Coffey, Deputy Assistant Secretary for Diversity and Inclusion, Department of Veterans Affairs
- 6) **Vote For A Topic To Be Discussed!**
Freeflow Conversation

Wednesday, December 3, 2014

Adapting to Changing Training Needs & Methodology

- 7:00 **Continental Breakfast & Registration In The Solutions Zone**
- 7:55 **Welcome Remarks**
- 8:00 **Chairperson's Opening Address**
Gail Ferreira, Territory Director, Workforce Solutions,  Apollo Education Group
- 8:10 **OPENING KEYNOTE: Capturing And Assessing The True Value Of Institutional Knowledge Before It Leaves The Organization**
Brandon Guzzone, CLO, Office of Learning and Workforce Development, Department of Energy
- 8:30 **KEYNOTE: Excellence In Supervisory And Managerial Leadership Development**
Julie Brill, Group Manager, Training and Executive Development, OPM
- 8:50 **PANEL: Driving Mission Success Through Learning; Going Beyond Training To Raise Performance Benchmarks**
Hear from a group of leaders who are inspiring learning management excellence across Government.
Terry Miller, Chief Operations Officer, Public Sector,  Visionary Integration Professionals
Keith Trippie, Former Senior Executive Service, Department of Homeland Security; Board Member,  Visionary Integration Professionals
Susan Yarwood, Director, Human Resources Directorate, Washington Headquarters Services, Department of Defense
- 9:30 **Cornerstone OnDemand Benchmarking Survey & Morning Networking Break In The Solutions Zone**
- 10:20 **PANEL: Cultivating Leaders of Tomorrow, Today**
In these trying times, we are all leading on a day-to-day basis, not just senior staff. Now that we are relying more on the front line to make critical decisions, how are we creating strong leaders & building a sustainable culture of leadership?
Paula Chandler, Director, Human Resources, Surface Transportation Board, Department of Transportation
Reginald Mebane, Director, Office of Diversity Management and Equal Employment Opportunity, Centers for Disease Control and Prevention
Elaine Rigas, Director, Total Force Office & Human Capital Management, National Maritime Intelligence-Integration Office
Julie Spyres, Deputy Chief Learning Officer & Director of Leadership, Learning & Development, Department of Defense
Patrick Devlin, Vice President of Public Sector,  Cornerstone OnDemand
- 11:00 **Best Practice Flashlight: Prospects For Civil Service Reform**
John Palguta, VP, Policy, Partnership for Public Service
- 11:20 **Small Group Chats:**
Join two groups for 30mins each for the best conversations you'll have all year!
- 1) **Using Evidence-Based Practices To Close Executive and MCO Skills Gaps**
Rhonda Jones, Assistant Director, Human Capital Planning & Executive Resources, Court Services & Offender Supervision Agency
Erin Park, Human Resource Specialist, Court Services & Offender Supervision Agency

Agenda At A Glance Continued

[View The Full Agenda](#)

	<p>2) Linking Individual Performance To Organizational Performance: How To Build A Performance Culture Rebecca Ayers, Manager, Performance Management Solutions, OPM</p> <p>3) Strategic Workforce Planning in a 'Bottom-Up' Organizational Culture Jill Nissan, Workforce Planning Program Manager, US Geological Survey</p> <p>4) Capturing And Assessing The True Value Of Institutional Knowledge Before It Leaves The Organization Brandon Guzzone, CLO, Office of Learning and Workforce Development, Department of Energy</p> <p>5) Prospects For Civil Service Reform John Palguta, VP, Policy, Partnership for Public Service</p> <p>6) Vote For A Topic To Be Discussed! Freeflow Conversation</p>	2:55	<p>PANEL: HR 101; Using Competencies To Translate Mission Requirements Into People Requirements Allowing managers to describe their needs for people with requisite skills & experience, establishing sound recruitment & training criteria and linking unit & individual goals to mission performance. How are we measuring the quality of the match between people characteristics and position characteristics? Ron Brade, Director, Human Capital Management, NASA-Goddard Space Flight Center William Ferree, Manager, Web-Enabled Programs, US Naval War College Kalaida Holmes, Lead Human Resource Specialist, Environmental Protection Agency Charlene McCollum, Human Resources Officer, Office of the Chief Component Human Capital Officer, Federal Emergency Management Agency</p>	
12:20	<p>Lunch For All Attendees & HCMG Awards Ceremony</p>		3:35	<p>Afternoon Networking Break In The Solutions Zone</p>
1:50	<p>Chairperson's Afternoon Address Tim Geisert, Vice President of Global Sales, IBM Smarter Workforce</p>		4:10	<p>Small Group Chats: Join two groups for 30mins each for the best conversations you'll have all year!</p>
1:55	<p>Afternoon Keynote: Leadership Development, Assessment & Talent Management Initiatives Sue Engelhardt, Director, Human Resources, US Army Corps of Engineers</p>			<p>1) Best Practice In Identifying & Closing Skill Gaps Chaletta McCoy, Staff Director, Human Capital Program Development, Defense Logistics Agency</p> <p>2) Essential Components of A Proactive Mentoring & Coaching Program Jewel Baldwin, Sr. Human Resources Specialist, Office of Workforce Acquisitions, Library Of Congress</p> <p>3) Sourcing Private Sector Solutions In The Federal Marketplace Richard Vinnacombe, Branch Chief, Human Resources Solutions, OPM</p> <p>4) Lessons Learned In Adopting A Program Of Information Dominance Mary Jones, Assistant Chief of Staff for Training and Education, Naval Meteorology and Oceanography Command</p> <p>5) Designed To Work; Ensuring That Your Development Program Truly Engages, Motivates And Drives High Performance Kimberly Powell, Director, Office of Workforce Performance and Development, Library of Congress</p> <p>6) Leadership Development, Assessment & Talent Management Initiatives Sue Engelhardt, Director, Human Resources, US Army Corps of Engineers</p>
2:15	<p>PANEL: Career Pathing: The Road to Organizational Success How agencies can use career pathing frameworks to drive more effective workforce planning, succession planning, and employee engagement programs. Here we explore how competency-based career pathing creates a stronger, more predictable internal pipeline for the agency and integrates often misaligned HR programs while retaining high performing employees & facilitating movement of lower performers into roles in which they can excel. Jamie Neidig, Director, Product Management, Human Capital and Analytics Practices, MANAGEMENT CONCEPTS Ruth Ann Abrams, Assistant Secretary, Postal Regulatory Commission Ralph Charlip, Deputy Assistant Secretary, Operations and Management/Veterans Employment and Training Service, Department of Labor Marcus Brownrigg, Deputy Director, Center for Faith Based and Neighborhood Partnerships, Department of Agriculture, Office of the Secretary</p>		5:10	<p>End Of Day Two</p>

Get Your Most Pressing Questions Answered



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Agenda At A Glance Continued

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Thursday, December 4, 2014

Translating Strategic Workforce Planning Into Agency Performance

7:00	Continental Breakfast & Registration In The Solutions Zone	2)	Succession Planning; Are You Really Using It Effectively In Your Organization? Ron Slaughter, Deputy Chief of Staff, Strategic Plans & Readiness, Army Test & Evaluation Command
7:55	Welcome Remarks	3)	Business Transformation Through Proactive Planning Jennifer McDowell, CIO Realignment Project Manager, Department of Agriculture
8:00	Chairperson's Opening Address	4)	Actions Leaders Must Undertake to Boost Their Teams' Motivation & Business Results Vonda Bell, Director, OCIO Business Services, Department of the Interior
8:10	Opening Keynote: Service Delivery Transformation Tony Torres Ramos, Director, Office of Civilian Human Resources, Department of the Navy	12:10	Lunch For All Attendees
8:30	International HR Perspective: Managing Organizational Mission Critical Occupations in the Royal Canadian Air Force Col. Doug Butt, Director, Air Personnel Management, Royal Canadian Air Force	1:10	Chairperson's Afternoon Address
8:50	PANEL: Workforce Analytics To Avoid An Imbalanced Workforce And Redefine How We Look At Ourselves And Our Roles Capturing critical workforce data to make more informed decisions- considering where our people are, what they are working on and how much time is being spent on projects. Will Brown, Deputy Director, Business Operations, Office of Naval Research Lacey Dingman, CHCO, Securities and Exchange Commission Ricci Mulligan, Deputy Director for Resource Management, FPS, Department of Homeland Security Larry Wark, Director, Director, Veteran Employment Services Office, Department of Veterans Affairs *Moderated by Jason Miller, Executive Editor, Federal News Radio	1:20	Best Practice Flashlight: The 'How To' Of Reasonable Accommodation Reginald Mebane, Director, Office of Diversity Management and Equal Employment Opportunity, Centers for Disease Control and Prevention
9:30	Morning Networking Break In The Solutions Zone	1:40	DHRA Spotlight Panel: Recruiting, Retaining & Motivating Junior To Mid-Level Employees In Competitive Technical Fields Join senior members, each active in their own technical areas at Defense Human Resource Activity, to understand their systemic changes, spot corrections & most effective drivers for driving change in recruitment & retention. Lorraine Allison, Director, Procurement Support Office, Defense Human Resource Activity Stephen Daniels, Senior Strategic Human Capital Advisor, Defense Human Resource Activity Heather Lermont-Pape, Manager, Learning & Development, Defense Human Resource Activity Katrina Logan, Chief Information Officer, Defense Human Resource Activity
10:10	PANEL: Revitalizing Succession Planning Today To Avoid A Difficult Situation Tomorrow Understanding & assessing the true value of institutional knowledge before it leaves the organization to avoid retirement negatively impacting current programs. Joseph Harrison, Chief, Recruitment & Retention, MEDCOM, US Army Jessica Lynch, Business Modeling and Decision Support System Program Manager, Naval Air Systems Command Christopher Kapellas, Deputy Director, Human Resources Directorate, Washington Headquarters Services, Department of Defense *Moderated by Francis Rose, Federal News Radio	2:20	Small Group Chats Join two groups for 30mins each for the best conversations you'll have all year!
10:50	CASE STUDY: Succession Planning; Are You Really Using It Effectively In Your Organization? Ron Slaughter, Deputy Chief of Staff, Strategic Plans & Readiness, Army Test & Evaluation Command	1)	Managing Organizational Mission Critical Occupations In The Royal Canadian Air Force Col. Doug Butt, Director, Air Personnel Management, Royal Canadian Air Force
11:10	Small Group Discussions Join two groups for 30mins each for the best conversations you'll have all year!	2)	E-verify/Form I-9 Employment Eligibility Verification Overview Cornelius Wyatt, Management & Program Analyst, Public Relations & Education, US Citizenship and Immigration Services
	1) Merging Flexible Policies, Culture Change & Performance In The Modern Workplace Mika Cross, Senior HR Strategist & Work/Life Advisor, HR Strategy & Evaluation Solutions, OPM	3)	The 'How To' Of Reasonable Accommodation Reginald Mebane, Director, Office of Diversity Management and Equal Employment Opportunity, Centers for Disease Control and Prevention
		4)	Implementing Lean Six Sigma Process Improvement Russ Shiple, Former Division Deputy, Develop & Retain Integrated Business Operations, NAVSEA
		3:20	End Of HCMG 2014- See You Next Year

Why Attend

HCMG HUMAN CAPITAL MANAGEMENT GOVERNMENT TRAINING EVENT



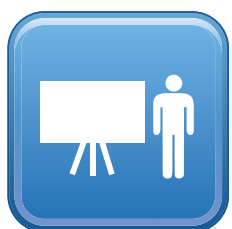
More Government HR Practitioners Attend Than Last Year

- We don't just say we have more Government executives attending than solution providers, we guarantee it* Meet people facing the same challenges you do, as well as our hand-picked vendor partners
- During each session, our expert speakers intimately share their key components of success and can answer your most pressing questions directly



Collaborative, Interactive Sessions & Networking

- Asking a question in a large room can be quite intimidating for some, but when in a group of 10-15 others with like-minded problems that need solving, magic happens. That's why there are double the number of small group discussions at HCMG 2014 (compared to 2013)
- Build invaluable relationships & bounce ideas off the most senior leaders across the Federal & Defense community



In-Depth Agenda And Strongest Speaker Faculty Ever

- 3 months of research with over 100 Government experts has led to 3 days & 60 sessions discussing the issues that directly affect your role
- This year's agenda is designed to not just give you the "what" and "why" but also the "how to" on key HR processes. Take back ideas you can implement at the office in less than 24 hours to deliver a substantial ROI from your training series involvement. This simply does not happen at other events

* At your request, we will provide you with our 2012/2013 attendee lists to show the multitude of senior leaders we had in attendance.

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Wednesday, December 3, 2014 12:20pm-1:50pm

The 8th Annual HCMG Awards Luncheon and Ceremony



To recognize outstanding efforts in advancing and progressing human capital management in the Public Sector, HCMG 2014 is proud to unveil the 8th Annual Awards Ceremony.

How It Works:

You can nominate yourself, your peer, partner, or client based on the following categories:

CATEGORY 1

Most Innovative Recruitment

Program: Recognizing the most innovative program in attracting top talent, implementing an effective recruitment strategy, and demonstrating improvements in the hiring process.

CATEGORY 4

Best Leadership Development

Program: Recognizing the best program focused on training and preparing future leaders, who can develop cutting-edge human capital strategies, communicate effectively, manage performance and lead.

CATEGORY 2

Best Workforce Development

Program: Recognizing the best program in advancing opportunities for high performing employees; providing training and competency development to continuously engage and motivate the workforce.

CATEGORY 5

The Public Sector Innovation Award For The 21st Century:

Recognizing the program that focuses on innovation in the public sector and meeting government's most pressing challenges, this award acknowledges innovative yet practical approaches to transforming the way government delivers their services and prepares for the challenges ahead.

CATEGORY 3

Best Implementation of an Enterprise Technology System:

Recognizing the best program implementation of a human resources technology system, aimed at streamlining a specific HR process in order to drive down costs and improve efficiency and productivity.

DEADLINE FOR SUBMISSION:
October 10, 2014

[Submit Your Nominations Now](#)

Please email your completed nomination form and supporting documents to: **Sarah Milner-Barry, Sarah.MilnerBarry@wbresearch.com, Phone: 646.253.5517**

For more information on the judges and awards ceremony, visit www.hcmgawards.com.

To host a table at the awards luncheon and ceremony, please contact **John Tashjian** at **646-200-7454** or email John.Tashjian@wbresearch.com. Space is limited.

About Our Sponsors



Apollo Education Group

Comprised of some of the leading adult training and learning institutes and global universities including our flagship, University of Phoenix, Apollo Education Group has broad capabilities in the learning space to support your agency's needs. Whether it is retaining and developing your talent or recruiting and succession planning for future leaders, our Workforce Development team of professional advisors will collaborate closely with you to understand all aspects of your organizational priorities. We'll work with you to build a strategy around your mission critical needs, leveraging the best from our respective organizations. From an array of industry leading resources such as Degree granting programs at University of Phoenix and Western International University where we can help employees reach their career goals.

- Our Phoenix Career Services, which helps you attract qualified employees for your critical roles, supporting hiring managers' needs across your organization.
- Our professional development programs include an array of diverse seminars to grow your capabilities with innovation skills, emerging leadership, human capital, strategic planning and business and financial acumen, to name a few.
- And with over 45 certificate and test preparation programs designed to support initial and re-certification in many fields including Information Technology and Human Resources, our goal is to listen and support the best solutions for your team.

Apollo Education Group is constantly innovating to help working adults grow and be part of great organizations like yours. Visit us at phoenix.edu/fedgov to see how we're already helping government agencies like yours.



Cornerstone on Demand

With deep experience developing and supporting customized configurations for clients operating in a wide variety of industries, Cornerstone Public Sector solutions help clients operating in the public sectors get the most out of talent management. From hire to retire, Cornerstone's solutions are specifically designed to meet the complex business challenges, including regulatory and compliance requirements, unique to the public sector's market and industry needs. Our ongoing client relationships and industry expertise ensure that no matter what size, no matter what vertical, Cornerstone Public Sector clients have the tools necessary for effectively attracting, developing and managing their talent.



Deloitte

Federal agencies turn to Deloitte for their most challenging problems. With private sector insights delivered by public sector experience, Deloitte helps agencies rethink, reduce, and restructure. With over 6,600 dedicated practitioners and former government executives, Deloitte helps clients imagine the possible and make it happen. Learn more at www.deloitte.com/federal and @DeloitteGov.



IBM

Today's changing workforce dynamics, economic challenges and technological advances are placing immense pressure on leaders to turn their focus on people - their most valuable asset - in order to remain competitive. However, major shifts are changing the way we work - making work increasingly interconnected, instrumented, and intelligent. Each of these shifts are accelerating and magnifying problems we have today, and are creating entirely new obstacles for people and employers to overcome in the future. IBM can help organizations tackle some of the challenges they face as they attract and engage individuals that are the right fit and unleash collaboration with smarter workforce solutions while making data driven decisions.



Management Concepts

Management Concepts is the nation's premier provider of training and professional development solutions serving the public and private sectors. Founded in 1973, Management Concepts has collaborated with every major agency in the Federal government, thousands of state and local government offices, numerous non-profit organizations and universities, and hundreds of corporations — helping more than one million professionals unleash their potential. At Management Concepts, we are committed to empowering professionals to advance their career and enabling organizations to achieve their mission with our high-impact training courses, professional development solutions, customized consulting services, and award-winning publications.



VIP Meridian

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With the administration-wide push to streamline processes, increase efficiency and do more with less, the Federal & Defense Community will need HR solutions and services to help meet the needs and objectives of their agencies. Some of the biggest human capital challenges an HCMG attendee faces on a day-to-day basis include:

- Hiring reform
- Workforce planning
- Strategic organizational development
- Training and development
- Developing performance metrics
- Effective succession planning
- Leadership development
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- Operational improvement to HR business processes
- HR IT management
- Change management

Find out how you can participate as an HCMG sponsor, call John Tashjian at 646-200-7493 or email John.Tashjian@wbresearch.com.

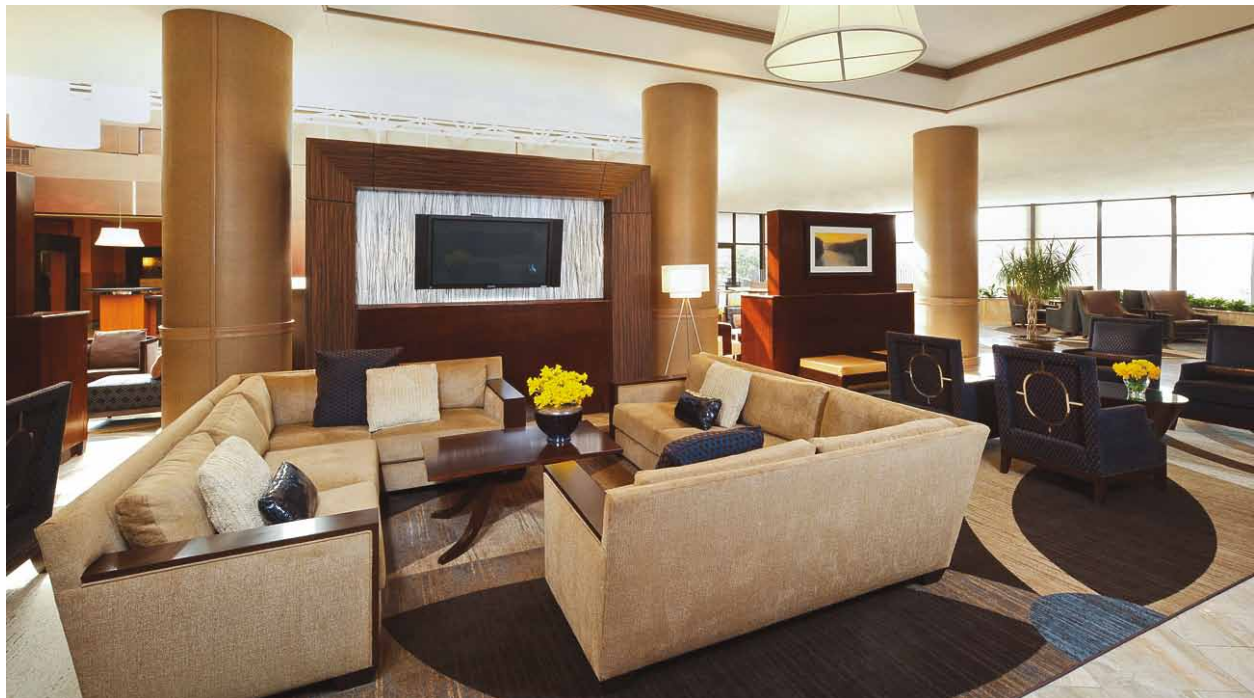
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Venue & Accommodations



Hilton Alexandria Mark Center

Hilton Alexandria Mark Center
 5000 Seminary Road
 Alexandria, VA 22311

www.hiltonalexandriamc.com
 Phone: 703-845-1010

Accommodations

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