



NATIONAL ACADEMY OF PUBLIC ADMINISTRATION

*Making government work, and work for all*

The Center for Human Resources Management  
HRM Consortium e-Newsletter  
February 2003

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### **Consortium Task 1 Delivers Report #2: First Line Supervisors in the Federal Service: Report of their Selection, Development, and Management**

The Academy's Center for Human Resources Management Consortium 2003 Task One team has completed its draft of the second report: "First Line Supervisors in the Federal Service: A Report on their Selection, Development and Management." The HRM Consortium panel is reviewing the report and the team will release an advance copy of the report to each consortium agency in mid- to late- February. Comments should be sent to [cgarcia@napawash.org](mailto:cgarcia@napawash.org).

The Task 1 Study Team is planning the scope and methodology for its third report, which will focus on mid-level managers and executives. We anticipate having a draft of that third report sometime this spring.

### **Automated Human Capital Readiness Assessment Tool – HR Directors Series Luncheon January 21, 2003 – A Recap**

The Center's HR Directors Series Luncheon on January 21, 2003 featured two major presentations. Academy President Philip Burgess spoke briefly about his vision and goals for the Academy. Following Mr. Burgess' presentation, Senior Consultants Mary

Lou Lindholm and Greg Keller presented a live demonstration of the Automated Human Capital Readiness Assessment Tool. The consultants discussed their methodology and the current status of the tool, which aligns the various scorecard dimensions and goals required by OMB and OPM and incorporates aspects of the General Accounting Office's Model of Strategic Human Capital Management. The tool permits agencies to assess their performance in each dimension and to identify best practices and metrics for improvement. Ms. Lindholm stated that although the team has accomplished what it had initially set out to do – to create a tool that assisted agencies in “getting to green” – the team will continue working on the tool to incorporate OPM's recently issued Human Capital Standards for Success. An updated model will be sent out in the near future.

## **Consortium Seminars for HR Professionals Coming on Line**

As promised, the Center on behalf of the consortium will host a series of professional seminars over the coming months to address pressing human resources management issues. The first seminar will be held on February 13, 2003 from 9:00 AM to 11:30 AM. NASA and SSA have agreed to present their Human Capital Strategic Plans at the session. Two other agencies, DOL and the Department of Education, have been invited to present. SSA and DOL scored yellow for Human Capital on the OMB scorecard. Please plan to join us.

The other dates for the Professional Seminars are:

- April 3, 2003
- June 6, 2003 and
- July 17, 2003.

The Professional Seminars are open to those human resource and other professionals who have a particular interest in the topic being presented. All seminars will take place here at the main NAPA offices, 1100 New York Ave, Suite 1090 East, NW, Washington, DC 20005. Proposed topics identified to date include:

- Automated Human Capital Readiness Assessment Tool – instructions on how to use the tool
- A Study of the Changing Roles and Competencies of the 21<sup>st</sup> Century Federal Manager – a presentation of the second HRM Consortium Task 1 Report (First Line Supervisors in the Federal Service: A Report on Their Selection, Development and Management),
- Tools for Assessing Supervisory and Managerial Competencies - presentations by vendors of automated assessment tools, and
- Performance Management - a discussion of GAO's Principles and Guidelines for the new Homeland Security Agency and its applicability to other agencies.

If you have any suggestions about additional topics, please feel free to send those to Patricia Johnson at [pjohnson@napawash.org](mailto:pjohnson@napawash.org) or call Pat on 202-347-3190.

## **New HR Leader Development Course Uses Consortium Products**

The Graduate School, USDA, in partnership with the Federal Section of the International Personnel Management Association, is now offering IPMA's HR Professional Development Leadership Program. The six-month program is designed to prepare GS-12 and GS-13 HR professionals for future leadership positions and provides a new perspective on evolving HR roles. Participants will learn about the HR role in implementing all five government-wide initiatives of the President's Management Agenda; how to effectively participate in agency workforce planning and competitive sourcing activities; developing a business case supporting HR investments to facilitate agency mission accomplishment; identifying and marketing HR technology enablers; benchmarking successful HR strategies and practices in the areas of succession planning and leader development, change management, and non-traditional recruitment; creating and using meaningful HR metrics; project management for the HR Specialist; building briefing, consensus, and meeting facilitation skills; and gaining a knowledge of HR professional resources to continue a journey of personal development activities. Much of the course content will include NAPA CHRM materials.

### Dates, Locations, Cost

Three one-week residential training sessions:

- March 2-7, 2003, Tidewater Inn and Conference Center, Easton, MD
- June 2003 (date and location to be announced)
- September 2003 (date and location to be announced)

Tuition is \$2,250 plus travel and per diem.

Application Deadline: February 7, 2003. Complete registration application online at: [https://grad.usda.gov/programs/IMPA\\_regform.cfm](https://grad.usda.gov/programs/IMPA_regform.cfm)

For more information, please contact Delores Stuckey at the Graduate School's Leadership Development Academy at (202) 314-3595 or [lda@grad.usda.gov](mailto:lda@grad.usda.gov)

**REMINDER!**  
**The Center will be holding its first  
Professional Seminar on February 13, 2003  
from 9:00 AM to 11:30 AM  
MARK YOUR CALENDARS!**