



NATIONAL ACADEMY OF PUBLIC ADMINISTRATION

*Making government work, and work for all*

The Center for Human Resources Management  
Consortium *e*-Newsletter  
August 2002

## IN THIS ISSUE

- ✓ [A Message from CHRM Director Myra Howze Shipllett: Task 3 Communications](#)
- ✓ [The HR Transitions Conference 2002: Partnering for Success: Real World Solutions](#)
- ✓ [The Federal Manager of the 21st Century: Draft Report Issued](#)
- ✓ [HR Directors Series Luncheons](#)
- ✓ [New Consortium Executive Committee Formed](#)
- ✓ [Upcoming Meetings](#)

### **A Message from CHRM Director Myra Howze Shipllett Task 3: Communications**

One of the tasks you asked the Center for Human Resources Management to undertake in FY 2002 is an effort to improve our communications with Consortium members. Central to this task is finding new and more timely ways to communicate the progress of our research efforts to our Consortium stakeholders. This *e-Newsletter* will provide you will regular updates on Consortium activities as well as brief summaries of recent reports and research findings. We hope that this format will give you timely information on your tasks and facilitate sharing the information with others in your organization.

The Consortium *e-Newsletter* is only a first step. Our efforts to improve communications with Consortium members continue. We are scheduling quarterly meetings to provide updated information on Consortium-related activities, and the HR Directors Luncheon Series will continue in FY 2003 as a forum for sharing information and new directions in the human resources area. CHRM staff is working on other steps to ensure that communications efforts are included in all aspects of our Consortium projects.

*We welcome your comments and suggestions for improvement to our e-Newsletter. Please send your comments to [chrn@napawash.org](mailto:chrn@napawash.org)*

## **The HR Transitions Conference 2002: *Partnering for Success: Real World Solutions***

Plans are underway for this year's CHRM conference to be held on September 9 and 10 at the University of Maryland Inn and Conference Center. Strategic management of human capital, the top priority in the President's Management Agenda, poses unprecedented challenges for government HR professionals. **HR Transitions 2002** will present practical strategies, approaches, and tools for meeting today's major challenges in human capital management.

Focusing on practical strategies and actual cases, this conference will present top government practitioners and experts showcasing a wealth of real-world solutions for successful human capital management. Conference topics include:

- *Public/Private partnerships*
- *HR/Line Management Partnerships*
- *HR Information Technology*
- *Leadership Development*
- *Human Capital Management*
- *Competency-Based Selection*
- *Workforce and Succession Planning*
- *Organizational change*
- *HR Success*

Keynote speakers include Secretary of the Treasury Paul H. O'Neill and Joseph S. Nye, Dean of the John F. Kennedy School of Government at Harvard University.

Join more than 600 government executives, HR professionals, line Managers and staffing specialists to learn practical approaches and tools for effective partnerships and enjoy two days of real-world case studies, workshops, exhibits, and networking.

**Register today for HR Transitions 2002:  
September 9 and 10, 2002.**

**Go to [www.HR-Transitions.org](http://www.HR-Transitions.org) or the  
Academy website at [www.napawash.org](http://www.napawash.org).**

## **Task 1: The 21<sup>st</sup> Century Federal Manager: A Study of Changing Roles and Competencies -- *First Draft Report Released***

The first of five Consortium reports to be issued on the changing roles and competencies of the federal manager of the 21<sup>st</sup> Century was released in June. The draft report focuses on:

- the changing roles of federal managers in the 21<sup>st</sup> Century
- the capability of federal managers to achieve their performance objectives and their agencies' strategic objectives, especially in human capital, financial, and information management
- the obstacles to being a more effective manager
- strategies and actions needed at various levels to enhance manager effectiveness

This report provides preliminary research findings, demographic data and analysis, and an annotated bibliography with abstracts of a variety of relevant books and studies. It identifies and compares the leadership skills needed now and in the future. It also assesses how well federal agency leaders are adapting to a rapidly changing world of management and supervision.

The four subsequent reports will provide insights into the types of competencies and job preparation that should be part of supervisory/management development efforts. The second, examining the roles and competencies of the first-line supervisor, will be issued this fall. The final report is scheduled for release in September 2003. For further information or to receive a copy of the first draft report, please e-mail your request to [csterling@napawash.org](mailto:csterling@napawash.org).

#### **Task 4: HR Directors Luncheon Series to Continue in FY 2003**

On July 31, Hannah Sistare, staff director of the second Volcker Commission and Frank Cipolla, project director for NAPA, provided an update on the work of the Commission, and the related Academy research. The Commission expects to issue a final report in December 2002. Frank Cipolla summarized the findings of the Academy Panel study issued in July 2002. The objective of the review was to synthesize key findings and recommendations, present them in the context of the Commission's concerns, and propose key reform areas for consideration. The Academy Panel report is available at [www.napawash.org](http://www.napawash.org). For additional information about the Volcker Commission, go to [www.brookings.edu/volcker](http://www.brookings.edu/volcker).

The next HR Directors Lunch will be held on October 23, 2002. The topic will be the study on the Senior Executive Service currently underway at the Academy. The Luncheon Series will continue next year with quarterly sessions on timely issues in the HR community. All HR Directors are encouraged to attend these informative sessions.

#### **New Consortium Executive Advisory Committee Formed**

Myra Shiplett recently announced the formation of an Executive Advisory Committee to provide oversight and guidance to CHRM. The Executive Committee, working with Center staff, has identified a draft Consortium work plan for FY 2003 that will be the subject of a facilitated planning session for Consortium members scheduled for later this month. This committee will work closely with the Center director to manage the Consortium activities on an ongoing basis. Advisory Group members are: Paul Barnes (SSA), Ginger Groeber (DOD),

Michelle Sutton (CPSC) representing small and independent agencies, Roger Blanchard (USAF), Joanne Simms (DOJ), and Tali Stepp (DOL).

**Upcoming Events**

**September 9 and 10: HR Transitions 2002: The University of Maryland Conference Center**

**October 23, 2002: HR Directors Luncheon: Update on the NAPA study on the SES**

THE CENTER FOR HUMAN RESOURCES MANAGEMENT IS INTERESTED IN YOUR COMMENTS OR QUESTIONS CONCERNING ANY OF THE CONSORTIUM ACTIVITIES.

PLEASE SEND YOUR COMMENTS TO: [CHRM@napawash.org](mailto:CHRM@napawash.org).