



Empowering Our
Greatest Asset

A New Chapter Begins

*Ms. Paige Hinkle-Bowles, Principle Deputy Assistant Secretary of Defense
(Civilian Personnel Policy)*

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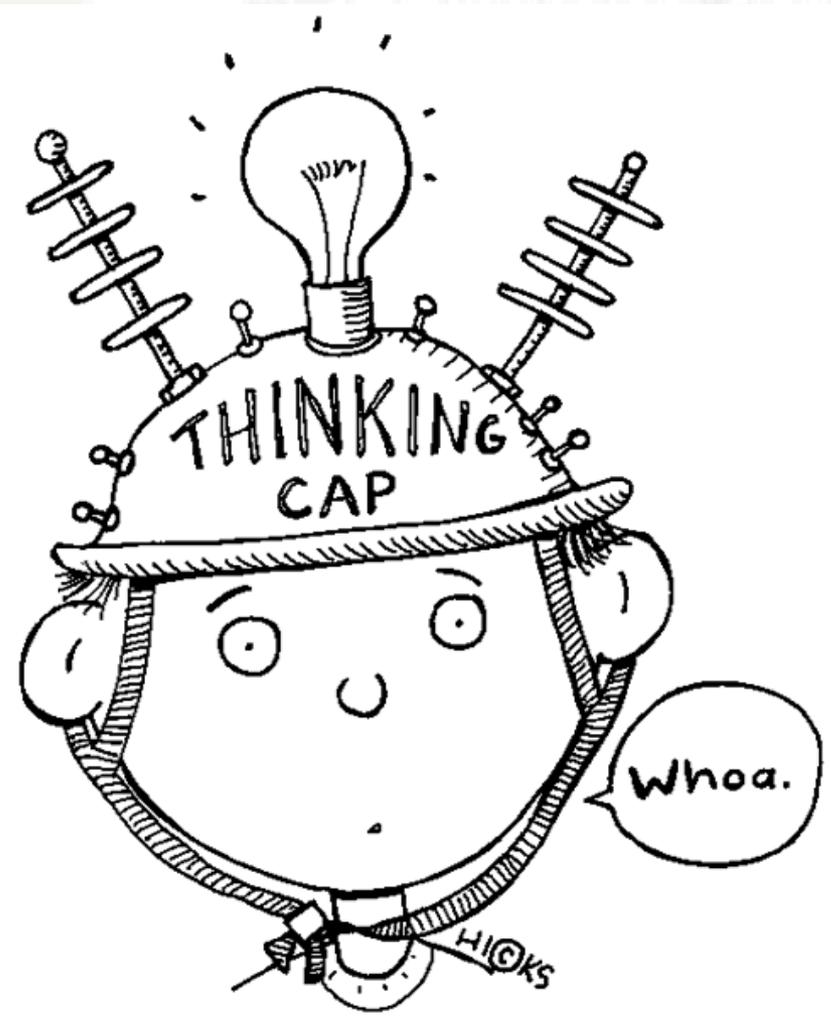
*Mr. Tony Whitehouse, Director, HR Operations and Advisory Services,
Defense Civilian Personnel Advisory Service (DCPAS)*



**2011 Worldwide Human
Resources Conference**

Department of Defense

Why Are We Here?



Competing Priorities – It's a Balancing Act

Core HR Functions

- Fill positions
- Process resumes
- Classify positions
- Process retirements
- Conduct RIFs
- Provide benefits services
- Process personnel transactions
- Provide training
- Develop, deploy & maintain IT solutions
- Labor/employee relations

Emerging Issues/Events

- Natural disasters
- Efficiency review/actions
- Hiring reform
- Gov't shutdown/furlough
- BRAC
- Surges in Afghanistan
- Wage freezes
- SES/GO reductions
- Execute E.O. 13522
- Supervisory training
- SHCP
- Conversion out of NSPS
- New Beginnings
- Telework Enhancement Act
- Suitability
- Veterans unemployment/hiring
- Same-sex domestic partners
- Etc., Etc., Etc.

Bottom Line

- Executing emerging issues and events while performing core HR functions is a constant challenge.
- Traditional HR competencies are not enough... We must continue to evolve!

What Are We Doing To Evolve?

- CPP/CPMS reorganizes to CPP/DCPAS
- Competency-based lifecycle management
- Business-based & cost-informed programs
- Setting the conditions for attracting, maintaining and retaining over 850K civilians
- Policy development
- Focusing on enterprise solutions (e.g. DoD appraisal system, hiring metrics, USA Staffing)
- HR servicing delivery study
- Strategic human capital planning
- Invigorate and professionalize the HR community
- Creating a performance culture
- Leveraging IT to streamline HR operations

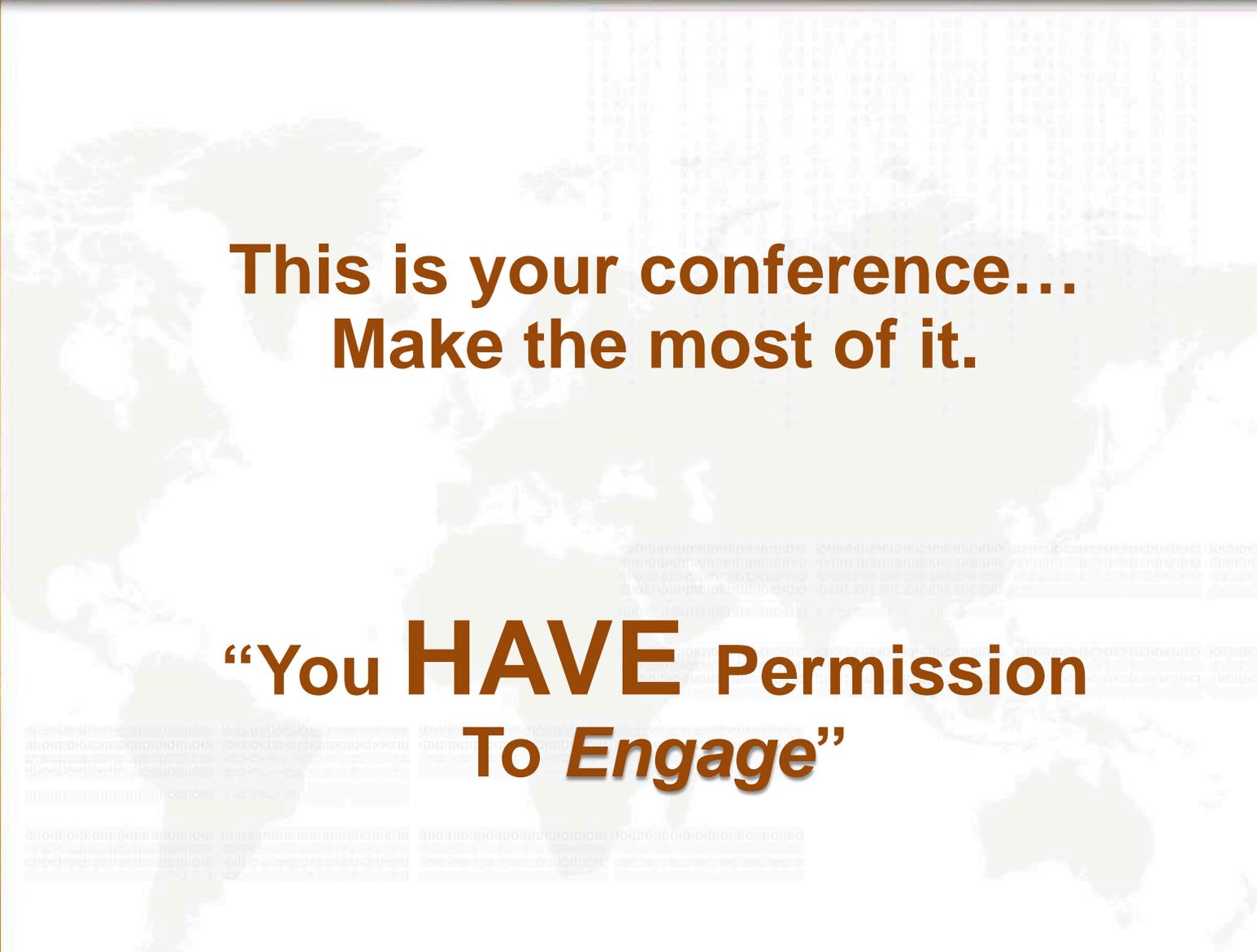
In the 21st Century... a DoD HR professional must grow from being transactional and tactical to a full strategic business partner



What Defines a 21st Century HR Professional?

- Technically competent
- Agile
- Flexible
- Effective leader
- Results-oriented
- Accountable
- Resilient
- Balanced
- Strategic in addition to tactical
- Customer-focused
- Ethical
- Mobile – geographic, functional and organizational





**This is your conference...
Make the most of it.**

“You **HAVE Permission
To *Engage*”**

