



**The Human Resource Development Strategic Advisor (HRD-SA)
Certificate Program: An Organizational Asset**

Dr. John R. Dill, Mr. Lee Wexel & Members of the 2009 Pilot Class

1500 April 27 & 1500 April 28

**DoD Executive Management Training Center
Southbridge, Massachusetts
April 26-29, 2010**

Session Objectives

- Discuss the Mission of the HRD-SA Certificate program
- Describe who is an HRD Strategic Advisor and what are the major duties of an HRD Strategic Advisor
- Review the sequence of development for the HRD Strategic Advisor
- Testimony of selected members of the 2009 pilot class (their assessments and brief descriptions of plans for their workplace project) and their agency leaders

HRD Strategic Advisor Certificate Program

Mission of HRD SA Certificate Program:

The goal of the Human resources development-Strategic Advisor Certificate program is to create a cadre of HR specialists with official duties that involve managing and consulting on training, education, and development programs in their Components. HRD-Strategic Advisors will acquire a set of core competencies addressing human capital requirements in the Defense Department.

HRD Strategic Advisor Certificate Program

Q: Who is a Strategic Advisor?

A: Individual who manages and consults on learning, education, and development programs essential for organizational productivity, individual proficiency and personal career growth." *

*Source: DoD 1400. 25-M, Volume 410 (draft)

HRD Strategic Advisor Certificate Program

Major Duties of HRD Strategic Advisor:

- Strategic Advisor to organizational leadership
- Promotes workforce development
- Analyzes organizational workforce culture
- Assists in developing annual training plans
- Analyzes organizational competencies & workforce
- Advises employees on training needs & IDPs
- Executes development programs & cultures
- Develops and executes policy
- Collects, analyzes and reports training data
- Recommends workforce development investment decisions
- Evaluates HRD programs

HRD Strategic Advisor Certificate Program

Sequence of development for the HRD Strategic Advisor:

2009 dates

- Submit nomination/application (September 30)
- Selection of participants (October 31)
- Orientation Meeting (November 15)

2010 dates

- Courses begin (January 4)
- Courses end (April 26)
- Workplace project proposals submitted (May 30)
- Workplace project approved (June 30)
- Completed workplace project submitted (September 30)
- Completion of CPMS review of workplace project (October 30)
- Participants apply for HRD-SA certificate (November 15)

HRD Strategic Advisor Certificate Program

Testimonies/statements from participants of the 2009 pilot class and their agency leaders:

- The participants' perspectives on the HRD-SA program
- The agency leader's view on the program
- Participants' brief summary of their planned workplace project

Suggestions and proposals in determining the future direction of the HRD-SA Certificate program:

- Discuss how participants' views and evaluations of the courses have been conducted.
- Discuss plan for a formative and summative evaluation of the HRD-SA program and how it will be conducted using input from participants, agency supervisors, and others.
- Discuss possible program revisions and modifications, if any, on macro-program issues, such as admission, scheduling, course transfer and exemptions, workplace project issues, etc.
- Decide on the future of the HRD-SA program.

Questions for HRD-SA participants/panelists:

1. *Why did you decide to apply for the HRD-SA certificate program?*
2. *Now that you have completed the first part of the HRD-SA program (the courses), what were the positive aspects of the program and what were the negative aspects of the program?*
3. *If you had to design (or re-design) this program, what would you change? And what would you leave unchanged?*
4. *Please give a brief summary of the topic of your workplace project. And, why did you select this particular topic for your workplace project?*

Thank You

Dr. John R. Dill

703-696-8704

john.dill@cpms.osd.mil

www.cpms.osd.mil

Please remember to fill out the evaluation form located in your program and drop it off at the back of the room or at the registration desk.

Presentations will be posted on the Summit website at the conclusion the of event.