

# **WORLDWIDE HR TRAINING EVENT**

## **Tomorrow's HR Workforce**



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# Agenda

- Strategic Partner



- Tomorrow's HR Professional





# Strategic Partner

- **Priority**
  - Senior Leader Updates, Personnel Management Boards, HR Updates
- **Expert Authority**
  - Furloughs, Hiring Freezes, OSD Efficiency Initiatives
  - Multiple Personnel Systems (AcqDemo, DCIPS, GS)
- **MDA, Force of the Future, and Emerging Programs**
  - K-12 STEM Outreach
  - Strategic On Campus Recruitment
  - SMART Scholarship for Service (i.e., CyberSecurity)
  - Missile Defense Career Development Program
  - Rotational Assignments (i.e., Training with Industry)
  - Flexibilities (i.e., AcqDemo, Expedited Hiring Authority, Incentives, etc)
  - Strengthening the Senior Executive Service

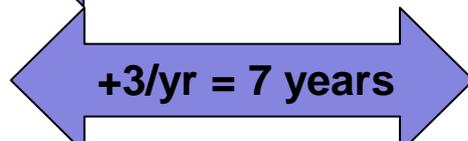
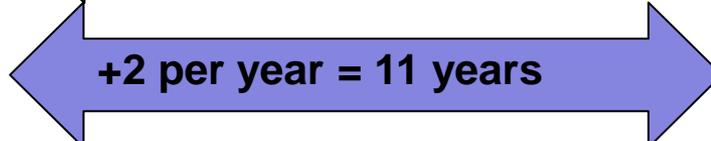


# Strategic Partner - Example

GS		Step Increases – One Year increments				Two Year increments			Three Year increments		
GS - 14	Step	1	2	3	4	5	6	7	8	9	10
GS - 15	Step	1	2	3	4	5	6	7	8	9	10



AcqDemo	Low					Medium										High						
NH-04	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100



+1 = 2% salary increase  
 +3 = GS promotion

*Not all positions have levels of complexity, responsibility or authority to warrant moving to the top*



# Strategic Partner - Strengthening the SES

## Hire the Best Talent

### ➤ **SES Recruitment**

- By 30 Sep 16, agencies must proactively recruit individuals for vacant SES positions and regularly review those efforts at the Dep. Sec. or direct designee level. Agencies must track information on each position, source of recruitment, diversity of applicants, and timeliness of the hiring process. Agencies must also develop a “tailored outreach strategy” for recruitment of key strategic positions.

### ➤ **Streamlined Quality Review Board (QRB) Process**

- OPM is required to issue updated guidance on the QRB process NLT 15 Mar 16. Within 120 days following issuance of this guidance (i.e., O/A 15 Jul 16), agencies must examine their career SES hiring process and make it more efficient, effective, and less burdensome for all participants. Agencies must also monitor and make changes to improve time to hire.

### ➤ **Talent Management/Succession Planning**

- By 30 Sep 16, agencies must establish an annual talent management and succession planning process for all SES members and, “as appropriate”, SL and ST employees.



# Strategic Partner - Strengthening the SES

## Strengthen Development

### ➤ **SES Rotation Plan**

- By 31 May 16, agencies must develop a 2-year plan to increase the number of SES rotations and submit it to OPM. The Government-wide goal will be rotation of 15% of SES members for a minimum of 120 days during FY17 and thereafter.

### ➤ **SES Development**

- By 30 Sep 16, agencies must ensure all career SES members update their Executive Development Plans, to include at least one developmental activity annually, and at least one leadership assessment involving employee feedback (e.g., 360 degree-type reviews) every 3 years. Non-career SES members must complete one leadership assessment during their first 2 years, and an additional assessment every 3 years thereafter.

### ➤ **Executive Onboarding**

- By 30 Sep 16, agencies must establish a formal Executive Onboarding Program for all career and non-career SES, SL, ST, and SES-equivalent employees IAW OPM's Enhanced Executive Onboarding Model and Government-Wide Framework.



# Strategic Partner - Strengthening the SES

## Improve Accountability, Recognition and Rewards

### ➤ **SES, Senior Professional (SL/ST) Pay Levels**

- Agencies must implement initial pay setting and pay adjustment policies in order to ensure SES, Senior Leader (SL) and Senior Technical (ST) appointees are paid more than their subordinate GS employees.

### ➤ **Performance Award Funding**

- Starting in FY17, funding for SES/SL/ST performance awards will be limited to 7.5% of aggregate SES/SL/ST salaries.



# Tomorrow's HR Professional

- **Succession and Talent Management**
  - **Technical Knowledge vs Strategic Advice**
    - Experience and Education
      - Support Mobility
      - Support Use of Tuition Assistance
    - Intern and Career Developmental Programs
      - Establish Funded Programs
      - Foster University Engagement
    - Training & Development - Rotational Assignments
      - Establish dedicated positions: HQ & Field, OPM/DCPAS/DLA
      - Support Multi-function (Generalist vs Specialist)
    - Mentoring
      - Engage Within and Outside Functional Community



# Q & A

