

For years...

Federal employees, executives, Congress, and experts have complained about the state of federal Human Capital (HC) systems and its capacity to meet the needs of agencies and employees, as well as those who desire to enter federal service.

The Transforming the Governance of Federal Human Capital Management report is a result of an extensive effort on the part of multiple experts to provide actionable recommendations to the Executive and Legislative Branches. Its intent is to **guide quick and systematic action** to dramatically improve federal Human Capital Management (HCM) governance and functions across government.

This report makes **three recommendations** accompanied with **sixteen major actions** designed as a comprehensive approach to reforming government-wide HCM governance and functions.

Congress and the Administration must act now and implement a set of legislative and administrative recommendations that begins with the passage of a Human Capital Reform Act. This is necessary to have the capacity to enact much needed HCM systems reforms.



PRESS CONFERENCE SPEAKERS



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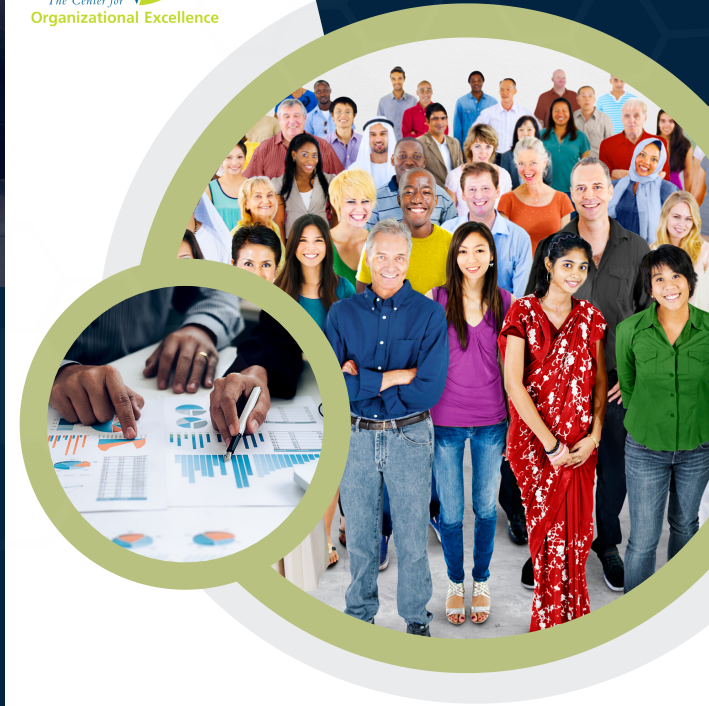
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Recommendations to Congress and the Administration

TRANSFORMING THE GOVERNANCE OF FEDERAL HUMAN CAPITAL MANAGEMENT

Creating Capacity to Enable Effective Change

**3 Recommendations
16 Major Actions**

"CAPACITY IS THE NEW SKILLS AND COMPETENCIES YOU NEED TO DEVELOP IN ORDER TO TAKE THE ACTIONS NECESSARY TO BRING ABOUT THE CHANGE YOU WANT"

- STILL POINT LEADERSHIP

The current federal Human Capital Management (HCM) system is **incapable of meeting the current and future needs** of government. There is a strong and well documented consensus that the HCM system is failing and is not structured to meet current and 21st century requirements.

The Transforming The Governance of Federal Human Capital Management report references the expertise of Chief Human Capital Officers, and a convening a group of HCM thought leaders from academia, unions, state governments, corporations, non-profits, and former federal senior leaders.

These experts concluded that **quick fixes will not solve these issues**. The necessary transformation will be possible only by first building the capacity for change. This includes putting the leadership, expertise, and functions in place first in order to enable the design and implementation of process, systems, regulations, and program change.

Creating capacity to enable effective change is the logical and necessary step to ensure efficient, effective, and credible HCM across the federal government.

3 RECOMMENDATIONS 16 MAJOR ACTIONS

1 Develop a new framework for the Legislative and Executive Branches to work together on critical mission and mission support requirements

Action 1.1 Create a Leadership Focus on the Government's Workforce

Action 1.2 Plan, Measure, and Report

Action 1.3 Prepare Human Capital Professionals

2 Reform the U.S Office of Personnel Management (OPM) into an efficient, effective, strategic, and credible governor of government-wide human capital that supports both mission-delivery and meeting the future needs of government

Action 2.1 Reorganize OPM into Four Primary Functional Areas

Action 2.2 Change the Director Position to a Term Appointment and Provide Effective Oversight

Action 2.3 Rename OPM and Modify Its Mission

Action 2.4 Streamline and Simplify Personnel Regulations

Action 2.5 Establish New Office of Strategic Programs within OPM

Action 2.6 Establish New Office of Human Resources Programs within OPM

Action 2.7 Reengineer, Eliminate, or Move Existing Functional Areas

Action 2.8 Invest in and Develop Critical HCM Technologies

Action 2.9 Enhance the Capacity of the Chief Human Capital Officer Council to be a Deliberative Advisory Body

3 Become an inspirational employer and invest in people

Action 3.1 Strengthen the Budget Process

Action 3.2 Strengthen the Workforce

Action 3.3 Modernize the Civil Service

Action 3.4 Promote Government as a Great Place to Work

The Transforming The Governance of Federal Human Capital Management report recommends that the Administration and Congress work together to develop and pass the **Human Capital Reform Act**.

The Human Capital Reform Act should include the following:

1. Restructure OPM into four primary functional areas within 1 year.
2. Rename OPM and define a new mission.
3. Establish a term appointed director position and four deputy director positions.
4. Require a profiling of government-wide HCM costs.
5. Establish a Human Capital Business Board.
6. Require a transformation plan within 6 months of enactment including the development of an HCM Scorecard tool.
7. Move certain HCM authorities to agencies and OPM.
8. Direct the moving or sunseting of certain programs.
9. Require the development of a technology development and investment plan.
10. Fund the development of the Employee Digital Record through the Technology Modernization Act.
11. Change the structure and effectiveness of the Chief Human Capital Officer Council.
12. Require a review of and recommended changes to the OMB Deputy Director for Management role and a review and recommendations of a more unified cross-government HCM budget and performance management structure.
13. Require and fund the development and implementation of a Human Capital professionals certification program.
14. Create a government-wide recruitment and branding program.