

TRAINING OFFICERS CONSORTIUM



A COMMITMENT TO LEARNING SINCE 1938

MONTHLY NEWS • MARCH 2017

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THEY SELECTED WHO? SUCCESSION PLANNING IN THE GOVERNMENT

TUESDAY • MARCH 14, 2017 • PROFESSIONAL DEVELOPMENT

Have you ever said these words upon finding out who your new co-worker or supervisor was going to be? Of course you have! Why? It's possibly because we are really bad at succession planning. How do you plan for succession and not get charged with "pre-selection?" This is one of the biggest challenges facing today's federal government. As organizations, we need to reframe our approach to such planning and deal with complex issues as talent development and performance evaluation.

Find out from our presenter, Deb Schweikert, some of the ideas you can take to enhance succession planning (and its many moving parts).

Deb Schweikert is currently the Assistant Inspector General for Management at the Federal Deposit Insurance Corporation (FDIC) Office of Inspector General. Formally trained as a psychologist (training she insists comes in very handy as a federal manager!), Deb has been a trainer in several past lives and has given over 200 presentations in her career on a wide-range of topics, including mentoring, student financial aid, and IT topics. In the late 90's, Deb even did a presentation for TOC and received one of its team awards for development of the first on-line learning system at the U.S. Department of Education where she worked for 19 years.



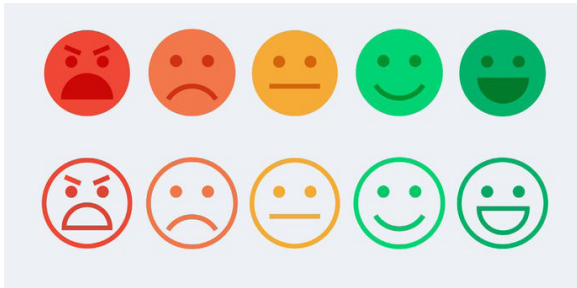
Training Officers can and should play a major role in succession planning. Too many times, all that is emphasized is the creation of a "high potentials" group of internal candidates, but no one talks about how that group became "high potential" in the first place. HR and training officers need to work together so that the organization may thrive far into the future.

Registrants who attend this Professional Development Program will have an opportunity to:

- Learn what succession planning really means;
- Talk about strategies to pack your agency's "BASKET" (cadre of folks possessing the behavior, attitude, skills, knowledge, experience and talent necessary to do the jobs critical to your agency);
- Discuss some strategies for improving some of the systems that support succession planning activities (like your much beloved performance evaluation system), and
- Hear about the challenges that can appear even when you are doing it correctly, especially when dealing with multiple generations and vastly differing expectations.

POWER OF THE NUMBERS

COMPILED BY EUGENE D’RIBEAUX, PTG INTERNATIONAL



This year we’re going to keep this article simple. We’ll quickly report the monthly program evaluation scorecard and display a few charts here and there, and pretty much let the data speak for themselves, focusing on the Power of the Numbers.

TOC 2016-2017 Monthly Program Scorecard (average YTD)

Scorecard Item	2015-2016 Actual/Baseline	2016-2017 Goal	Feb-17 Actual	2016- 2017 YTD Average	Source
Monthly Attendance (MA)	80	85	72	66	Registration desk
Monthly Estimated Application Factor	86%	87%	72%	83%	Eval Question 3
Monthly Engagement Factor	91%	92%	98%	86%	Eval Question 2
Monthly Presentation Relevance Factor	87%	88%	78%	81%	Eval Question 1
Net Promoter Score	62%	65%	77%	61%	Eval Question 4

Table Scoring: Green: Actual is >= Goal – 5; Yellow: Actual is Goal – 15 to Goal – 5; Red: Actual is < Goal – 15

WHAT DOES TOC MEAN TO YOU?

Each month, we set aside a part of our Newsletter to share some feedback and thoughts of our registrants. We believe this gives registrants and potential registrants an idea as to who TOC is and what we do for the training community. Since the Annual Institute is fast approaching in April, for the next couple of months, the registrant quote taken from 2015 survey will focus specifically on the Institute.

Attending the annual institute has assisted me obtaining the most current information about new learning programs and learning management systems. The Annual Institutes, without question, are the best professional development opportunities I get. I walk away energized and empowered with new ideas and proven “best practices.”

Annual Institute

See Details on Page 3

2017 TOC ANNUAL INSTITUTE HERSHEY, PA



The TOC Annual Institute is April 30th through May 3rd, 2017!!

The TOC Institute Planning Committee has been progressing nicely in its efforts to create an absolutely phenomenal institute this year. Our educational offerings are both impressive and extensive, and the Special Events Committee has some great fun in store for our down time. Please register for the conference as soon as possible on the TOC website.

We hope to see you all in Hershey from April 30 - May 3, 2017 at the Annual Institute!

****NOTE:** *When you check in at the Hershey Lodge, the Front Desk staff will ask for a credit or debit card to cover the costs of any products and/or services that you would like to charge to your room. Being able to charge purchases to your room is an optional convenience, and, if you would like that option, you will be asked to provide your credit or debit card information to the staff member when you check-in. When you present your card, a **\$100 per day** "authorization" or "credit hold" will be placed on your card to cover any potential charges during your stay.*

Your financial institution will release the cap hold some time after your stay, according to its internal policies. Though most banks will release the unused portion of the "authorized" amount within three to five business days, your financial institution may have a different policy.

BACK BY POPULAR DEMAND: JOSH HUDER ON FEDERAL NEWS RADIO

At last month's TOC session, we heard from Josh Huder, Ph.D. from The Government Affairs Institute at Georgetown University. The attendees gave it extremely high remarks in their feedback. Now, we have a recording of Josh giving the same discussion with Federal News Radio.

With Republicans controlling both Congress and the White House, the 1st Session of the 115th Congress is expected to be considerably more productive. Speaker Ryan and Majority Leader McConnell are laying the ground work for an ambitious agenda in 2017. Will Republicans finally repeal Obamacare? Can they find a replacement? Will Congress be able to match President Trump's lofty campaign promises? What's going on with the debt and deficits? What are the prospects for federal spending in the departments and agencies? The show will focus on these and more.

- What are the prospects for an FY18 Budget Resolution?
- Will Congress pass spending bills this year?
- What happened to the Sequester?
- What effect will the Holman rule have on agencies?
- Will there be tax and entitlement reform?

Check out the recording of Josh and his summary of the 115 Congress and how it will impact the lives of Federal employees. You'll find it on our website by [clicking HERE](#).



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MARCH 14, 2017

PLACE: Fort Leslie J. McNair Officers' Club, 4th & P Streets, SW, Washington, D.C.
For directions, http://www.trainingofficers.org/directions_to_ft_mcnair.php

TIME: 11:30 a.m. to 1:30 p.m. Please be seated promptly at 11:45 a.m.

COST: \$40 or 2016-2017 Professional Development Program registration.

RESERVE: If you have not registered for 2016-2017, call the TOC Information Line 202-973-8683, or the TOC FAX Line 202-331-0111 to reserve a place for this month's program.

PARKING: There is parking in the lot near the tennis court. If you arrive and see orange cones in the Officers' Club parking lot, please feel free to move them and park.

TRAINING OFFICERS CONSORTIUM

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