

TRAINING OFFICERS CONSORTIUM



A COMMITMENT TO LEARNING SINCE 1938

MONTHLY NEWS • February 2018

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MGM NATIONAL HARBOR: LEADING CHANGE IN THE DMV AREA

TUESDAY • FEBRUARY 13, 2018 • PROFESSIONAL DEVELOPMENT

Opening a new business can bring many challenges, but in December 2016, the challenges bought the MGM National Harbor - 6 million guests to their hotel and the casino alone made over \$170 million, becoming the state's biggest taxpayer.

MGM National Harbor opened its doors in Prince George's County, Maryland and introduced a new industry to the local market. This endeavor provided 4,000 new careers and required a robust human resources plan to mass hire within a short window. Seasoned hospitality talent development professional, Logan Gaskill, was tapped to recruit, hire, and train a diverse workforce in a wide array of jobs across more than 100 different classifications at the new integrated resort.

As the Vice President of Human Resources, Mr. Gaskill led the strategic vision for talent acquisition and development, and was also responsible for overseeing the organizational design and effectiveness, employee engagement and culture, and employee/labor relations, and employee communications. He successfully delivered on MGM's commitment to creating opportunities for the local residents. "We made a commitment to the community that we would open with 40 percent of our employees being from Prince George's County," said Mr. Gaskill. Forty seven percent of the employees were actually hired from the County.



A year later, MGM National Harbor is thriving and considered a success for exceeding its goals in hiring veterans and residents of Prince George's County. Logan Gaskill will provide insight on this project, and share lessons learned from an HR perspective.

This Professional Development Program will cover competencies in leading change (creativity and innovation), leading change (strategic thinking, vision), leading people (team building), results driven (customer service, problem solving), and building coalitions (partnering); and covers our TOC Annual Institute theme "TOC SMILES: Succeed, Motivate, Inspire, Lead, Empower, & Shine."

We hope you can join us at Ft. McNair, 11:30 am on February 13 to learn about strategies for mass hiring and training a new labor force to meet the demands of your organization.

REGISTRANT SPOTLIGHT: MIKE POWELL PREPARED BY LANIERA JONES, NEWSLETTER EDITOR

Mike Powell, Vice President of Organizational Development and Training at Powell Consulting Group, is a legacy TOC registrant. Mike's father Leonard was very active with TOC in the 1990's, having developed strong relationships with Dianne Sutton, TOC Historian, and Ellen Roderick, Logistics Chair. Mike heard a lot about TOC from his father, but did not become a registrant until 2011. When he first joined TOC, Mike was quiet. He sought to understand the figure out where he fit. Once he began to meet some people, he started to get involved with the mission of TOC. Mike was mentored by Rhonda Carter, Al Tyree and Dianne Sutton who have helped him meet new people and develop meaningful relationships. From then on, Mike has been heavily engaged with TOC, attending the professional development sessions and presenting annually at the Annual Institute.



Many people recognize Mike from his memorable karaoke performances at the Annual Institutes. His rendition of David Lee Roth's classic song "Gigolo" was a huge hit! From that performance alone, Mike believes he made a name for himself. His favorite part of TOC is the Annual Institute since it provides an informal way to really get to know the registrants in our community. In fact, Mike loves the Institute so much that he was the Institute Chair in 2014. He also believes that the Institute offers great professional development opportunities.

Mike encourages others to participate in TOC because it gives them a place to spend time with like-minded people. This connection is deepened by the fact that we have similar challenges and the opportunity to learn from others. He also really enjoys the small, personable environment TOC provides. Mike became even more involved in TOC this year as a new Executive Board member and vice-chair of the Recruitment, Marketing, and Retention committee.

It's no surprise that Mike loves to have fun. Some of his favorite things to do include listening to music and watching sports. Mike is a home team type of guy – he loves the Redskins, Wizards, Mystics, Nationals, and the list goes on. Aside from having fun, his passion is to find ways to help people to reach their goals. One of the ways he does this is through his non-profit, Lifting as We Climb Foundation. This 501c3 organization is dedicated to mentoring underprivileged young adult males. Personally, he wants to increase his footprint in the federal sector; work on personal development apps for people to be more productive; and grow as a keynote, trainer, and facilitator.

The next time you see Mike, be sure to say hi! He may even sample "Gigolo" for you!

ANNUAL INSTITUTE CALL FOR SPEAKERS

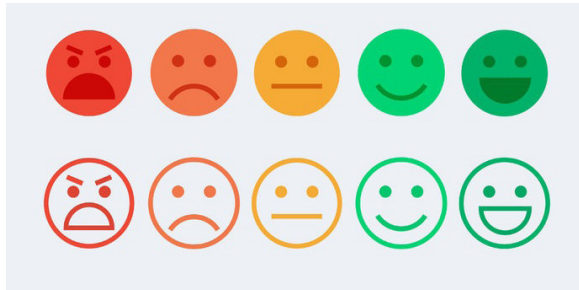
The Annual Institute Program Committee is extending the deadline for submitting proposals to be a speaker at this year's Annual Institute to February 16, 2018 for both concurrent sessions and keynote speakers. In working with Institute Chair Lin Burton and Vice-Chair Debra Brown, the Program committee realized that the uncertainty caused by the recent short-term shutdown and Continuing Resolutions could have introduced challenges for TOC Registrants and others who are interested in sharing their knowledge and expertise at our premier learning event. The Program Committee will still subject the proposals to their evaluation process in order to select the best content for the Annual Institute.

You can submit your proposal online by [clicking here](#) until February 16, 2018. Decisions will be emailed to applicants by 5PM on Friday, March 2, 2018.

Power of the Numbers
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POWER OF THE NUMBERS

COMPILED BY EUGENE DE 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 2017-2018 Monthly Program Scorecard (average YTD)

Scorecard Item	2016-2017 Actual/Baseline	2017-2018 Goal	Jan-18 Actual	2017- 2018 YTD Average	Source
Monthly Attendance (MA)	66	68	76	67	Registration desk
Monthly Estimated Application Factor	83%	88%	81%	84%	Eval Question 3
Monthly Engagement Factor	87%	90%	93%	89%	Eval Question 2
Monthly Presentation Relevance Factor	84%	87%	74%	91%	Eval Question 1
Net Promoter Score	60%	65%	65%	72%	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. Registrant quotes for this training year are taken from the survey taken at the 2016-2017 Annual Institute held in April 2017.

“.....By exposing me to other professionals who expand my own skills and knowledge. It’s an inspiring and fun learning community environment...a real privilege to be here.” (Mozella Perry Ademiluyi, Mountain Peak Strategies, LLC)

Annual Institute & Other News

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2018 TOC ANNUAL INSTITUTE VIRGINIA BEACH, VA

Leading in today's government environment can be a daily challenge. What if there was a place where you could share leadership problems and solutions? TOC has served leaders like you since 1938 with cutting edge tools and techniques for inspiring and empowering federal employees. It's called the TOC Annual Institute.

Will you be there? Join us April 22nd-25th at The Founders Inn in Virginia Beach.



TOC SMILES:

Succeed—Motivate—Inspire—Lead—Empower—Shine

Each year the Training Officers Consortium recognizes individuals making significant contributions to the Federal training community. Nominations for the 2018 TOC Distinguished Service Awards are being accepted now until April 29, 2018.

Awards are given in the categories of Leadership Development; Innovation; Training Design & Development; Career Development; Learning Measurement & Analytics; Learning Technologies and the Spencer Logan Award.

Visit trainingofficers.org/awards for more information or to submit a nomination.

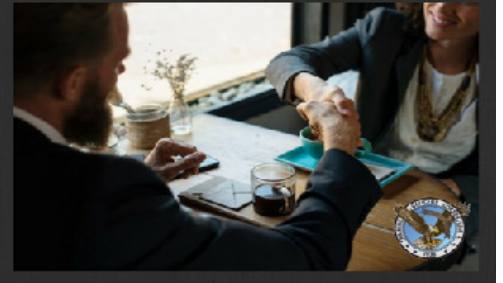


FREE TOC WEBINAR

In order for the government to execute their mission and agency goals they need a staff that is inspired, innovative and empowered to do great work. So how do human resources professionals and hiring managers alike hire and retain the best and the brightest? How does government make sure that they're staffed for the workforce of the future? And once these employees are hired, how does the government train and empower them to advance in the workforce?

**HOW TO
ATTRACT AND
RETAIN THE
BEST AND
BRIGHTEST**

February 27, 2018
AT 12:00 PM EST



The answer is unified human capital management. Join Steve Dobberowsky from Cornerstone OnDemand as we explore how this cloud-based technology can empower HR professionals to effectively manage the full hire-to-retire life cycle of government employees.

Specifically, you'll learn:

- Solutions for recruiting and on-boarding the best and the brightest government employees
- How to demystify generational differences to uncover the best employees at any age
- Stats on the current state of government human capital management
- Tips for hiring and retaining staff during times of great change

Steve Dobberowsky is a Senior Principal with Cornerstone. As a former Federal Government Executive, Steve spent 7 of his 12 years in competitive service in HR and HR IT leadership roles ensuring effective talent management processes at a bureau level, Department level and at a Shared Service Center delivering solutions for multiple agencies.

For more information and to register, [click here](#).

Executive Board Information

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2018 Institute Vice-Chair

Debra Burton Brown
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FEBRUARY 13, 2018

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 2017-2018 Professional Development Program registration.

RESERVE: If you have not registered for 2017-2018, 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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