

# Conference Theme

## **“Renewal in a Time of Crisis”**

We live in times of turmoil, transition and uncertainty. How are these trends and pressures impacting the HR Function? And how is HR responding? At this year’s Caribbean Region HR Conference, under the theme of **Renewal in a Time of Crisis**, we will examine HR initiatives and responses at cascading levels and locations of government – federal, state, local, island – and the private sector. The never-ending challenge of succession management, now exacerbated by institutional flux will receive special attention. We will also explore challenges at the individual employee level, in particular on what awaits the enormous Baby Boomer cohort advancing inexorably on retirement and life stages beyond career employ-

## **Program at-a-Glance** *(tentative and subject to change)*

### **Monday, June 15, 2009**

1:00 pm - 4:00 pm

#### **HR Directors Workshop**

IPMA-HR’s world-wide experience strongly confirms that professional events serve two distinct but reinforcing purposes: the opportunity to learn what is new and pulsing in professional thinking, and; space to swap “war stories”, concrete experience of innovating, taking risks and learning from what ensues. The HR Directors Workshop aims to address this latter need and offers a unique opportunity for senior Caribbean HR leaders to engage in a confidential, open and free-flowing exchange of practical ideas and experience. The target audience embraces HR Director/Assistant HR Director (or equivalent). One of IPMA-HR’s most sought-after events!

### **Day One: Tuesday, June 16, 2009**

9:00 am - 9:30 am

Welcome & Opening Remarks

9:30 am - 10:30 am

#### **John Palguta, Vice President of Policy, *The Partnership for Public Service***

The Partnership for Public Service is a nonprofit, nonpartisan organization that works to revitalize the federal government by inspiring a new generation to serve and by transforming the way government works. The new Obama Administration has signaled its intention to forge major change in the way the federal workforce is positioned and managed. This presents both opportunities and challenges. John Palguta will share The Partnership’s insights into the likely direction and nature of this imminent change.

10:30 am - 10:45 am

Break

11:00 am - 12:00 pm

#### **Valdemar A. Hill, Jr., Ph.D., President & CEO, *The Hill Group, retired tenured business professor, University of the Virgin Islands***

In a declining economy it is all too easy to lose sight of longer term human capital and leadership development needs. Professor Hill will argue that this is the very moment when corporations and agencies should pay more attention to succession management in particular. The engineering of a successful succession management system requires the development and implementation of two very important programs. These are the twin components of succession planning and leadership development. Together, they comprise the succession management system. They are future-oriented human capital components.

12:00 pm - 1:30 pm

Lunch

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1:30 pm - 3:00 pm

#### **Fagan D. Stackhouse, IPMA-CP, Human Resources Director, City of Virginia Beach, Virginia**

Like many public, private and government agencies, the City of Virginia Beach has been challenged with providing continuous quality service while facing financial cutbacks. Human Resources is using the current economic crisis as an advantage in strengthening partnerships, realigning strategies and developing current and future leaders. With a “no layoff” practice, Virginia Beach is using Workforce Planning and Learning & Development Strategies to retain and enhance a quality workforce. Learn more about sustaining a quality workforce in tough economic times.

3:00 pm - 3:15 pm

Break

3:30 pm - 5:00 pm

#### **Bob Harris, Vice President, NE Region, Performance Learning Systems**

This session will be interactive and highlight the value of “Knowing” before engaging with your employees and colleagues. Communication is a critical component of every work relationship, and sensory, organizational and temperament style preferences are reflected in how we communicate. Once you know and appreciate your own and co-workers’ styles, you can work with them more harmoniously and productively. Discovering not only your own style, but also the preferences of those who have a style different from yours leads to greater “Knowing” - as it evolves from the data generated by a unique tool created for turning around failing learning organizations (and strategies that are available from that information). This knowledge is key to the accomplishment of vision through improvement in the quality of relationships, flow of information and the development if trust in all of the participants of an organization. This leads to more effective and targeted employee development efforts and more effective supervisory and employee engagement with their work and with each other.

Evening Social Activity

Governor’s Mansion (hosted by USVI Dept of Personnel)

# Program at-a-Glance *(continued)*

## Day Two: Wednesday, June 17, 2009

- 8:00 am - 9:00 am Continental Breakfast
- 9:00 am - 9:30 am Welcome & Opening Remarks
- 9:30 am - 10:30 am **Samuel Wilkins, IPMA-CP, Human Resources Director, South Carolina Budget and Control Board, Office of Human Resources**  
South Carolina has been hit hard by the current economic turmoil. Unemployment is one of the highest in the nation and public sector budgets have contracted on average by 15% since July 1, 2008. The state's Human Resources Department has won recognition for its pro-active response to this crisis. The integrated HR strategy developed in response tempers the making of hard choices – through a combination of layoffs and voluntary separation incentive programs – with managing the softer side of organizational stress, including confronting layoff survivor syndrome, preempting productivity loss and staunching collateral hemorrhaging of talent. Execution is set in the context of longer-term workforce planning and management.
- 10:30 am - 10:45 am Break
- 11:00 am - 12:00 pm **David Etheridge, IPMA-CP, Human Resources Director, City of Dallas, Texas**  
The City of Dallas, Texas has confronted many workforce management challenges in recent years, not least mitigating the devastation of Hurricane Katrina through systematic efforts by its Human Resources Department to absorb displaced talent from the City of New Orleans into its workforce. The Human Resources function is also pioneering other initiatives including strengthening, in concrete ways, the notion of workforce accountability and executing cost avoidance strategies in the area of benefits administration, particularly health care cost management. We will learn more about these and other initiatives from David Etheridge at the conference.
- 12:00 pm - 1:30 pm Lunch
- 1:30 pm - 3:30 pm **Dr. James W. Walker, International HR Consultant, founder of The Human Resource Planning Society**  
Dr. Walker is recent co-author with Linda H. Lewis of the Amazon best seller: *Work Wanted: Protect Your Retirement Plans in Uncertain Times*. *Work Wanted* is a practical, hard-hitting guide aimed at Baby Boomers who confront a new urgency about thinking through the full ramifications of life beyond career employment. With so many retirement plans placed in jeopardy by the collapse of individual savings accounts, there is no better moment for those edging towards the end of full-time employment to conduct a thorough and honest audit of means and dreams.
- 3:30 pm - 3:45 pm Break
- 4:00 pm - 5:00 pm **Dorian L. Lennon MBA/HCM, MSW, RGN**  
**Helping Employees Cope During This Economic Crisis And With The Life Changes That Can Occur**  
The harsh economic times are as real to Caribbean employees as they are in any part of the world. Employees, who spend most of their waking hours at work, need all the assistance that they can get to cope in these times and with the life changes that happen as a result. Dorian, a Training Consultant and Counselor will discuss steps that have been taken to assist employees to develop coping skills. Ms. Lennon, an adjunct lecturer in Sociology and Training (Training of Trainers) with the Vocational Training Development Institute, a branch of the National Training Agency in Jamaica, and an External Verifier (Nursing-Jamaica) for City & Guilds, London, is presently completing a consultancy for the assessment of Social Service Delivery organizations (9 islands) commissioned by the Organization of the Eastern Caribbean States (OECS). Ms. Lennon also facilitates workshops in Private and Public Sector organizations in Jamaica and the Caribbean on Managing Change, Stress Management, Training of Trainers, Occupational Health, Time Management, Healthy lifestyles, Leadership and Supervision among others.

## Day Three: Thursday, June 18, 2009

- 8:00 am - 9:00 am Continental Breakfast
- 9:00 am - 10:00 am **Fred Mills, Public Sector HR Consultant and Author**  
Mr. Mills is the author of the forthcoming book: *Civil Disservice: Federal Employment Culture and the Challenge of Genuine Reform*. *Civil Disservice* takes a provocative look at the institutional impediments to HR reform in the public sector – why do so many change initiatives fall short of expectations or flounder? Mills argues for a shift in emphasis away from the mechanics of HR to a focus on reforming the culture of government service, through altered incentives and fresh approaches to managing the public sector employment compact.
- 10:30 am - 12:00 pm Closing Panel Session  
Conference Highlights / Closing Remarks