

Welcome to the HHS HR Clinic

Christine M. Major

Deputy Assistant Secretary for HR
Chief Human Capital Officer



hvala

takk

tak

obrigado

obrigado

gracias

thank you

merci

chokran

mahalo

danke

grazie

sukriya

TO DO



Learn something



Meet someone new



Find one thing to
bring back to your
organization

HR at HHS



Christine M. Major
(CHCO)



Dia Taylor (CDC)



Elisabeth Handley (CMS)



Tania Tse (FDA)



Melanie Keller (FDA)



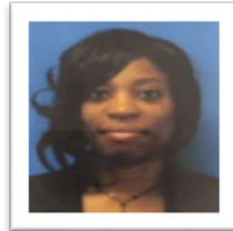
Cathy Ganey (HRSA)



Lisa Gyorda (IHS)



Julie Broussard Berko (NIH)



Rhonda Coachman-Steward (OIG)



Anne Capone (OMHA)



Valman Cummins (WHRSC)

The 2018 Federal HR Environment

**President's
Management
Agenda**

**Cross-Agency
Priority Goals**

**HHS Strategic
Plan**

**HHS Enterprise
Risk
Management**

ReImagine HHS

**Federal Workforce
Priorities Report**

**Human Capital
Operating Plan**

REIMAGINE HHS

ReImagining How HHS Serves the American People

Overview of *ReImagine HHS*

April 2018

Why ReImagine HHS?

REIMAGINE HHS



ReImagine HHS is a multi-year transformation effort, led by HHS staff, enabling the Department to address today's toughest challenges...

Internal and external challenges have **created a burning platform for HHS transformation:**

- Increasing healthcare and drug costs
- Health emergencies (opioid addiction, disaster relief)
- Major innovations and disruptions, such as new healthcare delivery mechanisms, cloud, big data, and cognitive science
- Siloed organizations and inefficient enabling systems



*...while meeting Administration and OMB requirements to **Reorganize the Executive Branch***

An **Executive Order and OMB Memo 17-22** required each agency to submit a reform plan that improved organizational efficiency/effectiveness

- HHS submitted its Agency Reform Plan in Sept 2017

HHS continues to coordinate with OMB, who is responsible for developing:

- **Comprehensive Reorganization Plan**
- FY19 Budget submission to Congress
- President's Management Agenda (PMA)

Through *ReImagine*, we will improve how we fulfill our mission to enhance the health and well-being of all Americans – together, we are creating the HHS of the future.

Where are we going?

FROM...

...TO

Fragmented Programs with
Misaligned Incentives

Critical Issues in Need of Solutions

Inaccessible, Non-Integrated Data

Disruptive New Technologies

Siloed Organizational Model

Outdated Modes of Working

Putting People at the Center of HHS Programs

Restoring Market Forces

Leveraging the Power of Data

Generating Efficiencies through Streamlined Services

Making HHS More Innovative and Responsive

Moving to a 21st Century Workforce

Six Strategic Shifts

How did we get here?

M17-22



Ideation Summit

1,900+ ideas from 150+
leaders over a 2-week
workshop



Six Strategic Shifts

Distilled ideas into 6 high-
level future-focused shifts

Ten Initiatives

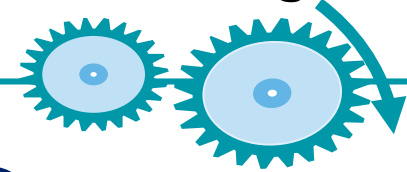
Teams have begun
building plans to
implement Initiatives

Our six Strategic Shifts are being driven forward through a portfolio of Initiatives



Our six Strategic Shifts are being driven forward through a portfolio of Initiatives

Strategic Shifts



= Strategic Shift
 = Initiative

MAXIMIZE TALENT

5 WORKGROUPS | 37 TOTAL WORKSTREAMS*

The **Maximize Talent** initiative is focused on unifying HHS's HR systems, bringing them into the 21st century, and making sure we are attracting, retaining, and investing in the very best people we can get.

Modernize Talent Acquisition	Maximizing Employee Performance	Maximizing Employee Engagement	Core HR Services	Rationalize HR IT
				
<p><i>...expediting the recruitment and hiring process...</i></p>	<p><i>...improving performance, increasing accountability...</i></p>	<p><i>...enhancing productivity and improving the HHS employee experience...</i></p>	<p><i>...reducing costs, gaining efficiencies, and maximizing performance...</i></p>	<p><i>...unifying HHS HR systems and bringing them into the 21st century...</i></p>
<ul style="list-style-type: none"> ○ Streamlined Recruitment and Hiring Practices ○ Internal (HHS) Job Opportunities Board ○ End2End Hiring ○ HR Legislative Reform 	<ul style="list-style-type: none"> ○ Maximize Employee Performance Plan ○ Electronic PMAP (ePMAP) Solution ○ Supervisory Accountability ○ Performance Management ○ Rewards & Recognition 	<ul style="list-style-type: none"> ○ Benchmarking & Best Practices ○ Rewards & Recognition ○ Public Service Recognition Week ○ Toolkits & Resources ○ Communication & Marketing 	<ul style="list-style-type: none"> ○ Retirement ○ Overseas Hiring ○ Workers Compensation ○ Corporate Recruitment ○ Enterprise Contract Vehicle ○ External Hiring ○ Training 	<ul style="list-style-type: none"> ○ Recruitment and Hiring Tracking System ○ (EHCM) Enterprise Human Capital Management ○ Electronic PMAP Solution ○ Telework System ○ HRIT Environmental Scan & Systems Assessment

*not all workstreams are reflected

We need you!

We will periodically provide updates to HHS Staff via emails and Townhalls. In the meantime, we encourage you to engage with us and help us chart our path forward.

People are at the center of *ReImagine HHS* – that means YOU!

- ✓ You know your area of our business the best – your input, suggestions, and expertise are needed to drive *ReImagine* forward.

- ✓ Provide input on the design and implementation of new processes by serving as a workgroup member.
- ✓ Serve as a subject matter expert by testing new processes and ways of working.



- ✓ You are an HR practitioner, but also a customer, how can we improve the services we provide?
- ✓ Take this opportunity to leverage best practices in your OpDiv so they can be used across the Department.

Join us, as we reimagine how HHS serves the American people.

Resources

- For additional information please visit:
 - [President's Management Agenda](#)
 - [HHS Strategic Plan](#)
 - [Federal Workforce Priorities Report](#)
 - [5 CFR Part 250, Subpart B: Strategic Human Capital Management](#)
 - [ReImagine HHS](#)

Join the Conversation

Remote participants, please email questions to:

lesley.cothran@nih.gov