Welcome to the HHS HR Clinic

Christine M. Major
Deputy Assistant Secretary for HR
Chief Human Capital Officer
thank you

hvala
takk
tak
obrigado
gracias
merci
chokran
mahalo
danke
grazie
sukriya
obrigado
mahalo
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
- ReImagine HHS
- HHS Enterprise Risk Management
- Human Capital Operating Plan
- Federal Workforce Priorities Report
Overview of ReImagine HHS

April 2018
**Why 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...

- 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- Outdated Modes of Working

...TO

- 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

**Strategic Shifts**

1. Putting People at the Center of HHS Programs
2. Leveraging the Power of Data
3. Generating Efficiencies through Streamlined Services
4. Restoring Market Forces
5. Making HHS More Innovative and Responsive
6. Moving to a 21st Century Workforce
Our six Strategic Shifts are being driven forward through a portfolio of Initiatives

1. Putting People at the Center of HHS Programs
2. Leveraging the Power of Data
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Initiatives
- Aim for Independence
- ReInvent Grants Management
- Buy Smarter
- Optimize NIH
- Optimize Regional Performance
- Optimize Connections Across HHS
- Data Governance
- Accelerate Clinical Innovation
- Bring Common Sense to Food Reg.
- Maximize Talent

Note: = Strategic Shift
= Initiative
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.

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<th>Modernize Talent Acquisition</th>
<th>Maximizing Employee Performance</th>
<th>Maximizing Employee Engagement</th>
<th>Core HR Services</th>
<th>Rationalize HR IT</th>
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...expediting the recruitment and hiring process...

...improving performance, increasing accountability...

...enhancing productivity and improving the HHS employee experience...

...reducing costs, gaining efficiencies, and maximizing performance...

...unifying HHS HR systems and bringing them into the 21st century...

- Streamlined Recruitment and Hiring Practices
- Internal (HHS) Job Opportunities Board
- End2End Hiring
- HR Legislative Reform
- Maximize Employee Performance Plan
- Electronic PMAP (ePMAP) Solution
- Supervisory Accountability
- Performance Management
- Rewards & Recognition
- Benchmarking & Best Practices
- Rewards & Recognition
- Public Service Recognition Week
- Toolkits & Resources
- Communication & Marketing
- Retirement
- Overseas Hiring
- Workers Compensation
- Corporate Recruitment
- Enterprise Contract Vehicle
- External Hiring
- Training
- 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:

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