



**FEDERAL MANAGERS ASSOCIATION  
MANAGEMENT TRAINING SEMINAR**

Tuesday, March 10, 2015  
DoubleTree Hotel – Crystal City, Arlington, VA  
Register at: [www.fedmanagers.org](http://www.fedmanagers.org)

***Federal Managers –  
Building the Government of Tomorrow***

- 7:00 A.M. Continental Breakfast
- 8:00 A.M. **Keynote Address**  
Rep. Rob Wittman (R-VA)
- 8:45 A.M. BREAK
- 9:00 A.M. **Ensuring Quality Hires – A How To for Federal Managers:** Learn specific ways in which hiring managers can help to ensure quality hires based on their key roles and responsibilities from “start to finish,” including job classification/analysis, qualifications and specialized experience, assessments, recruitment and hiring. **Brought to you by USA Hire<sup>SM</sup> and USA Staffing<sup>SM</sup>**
- Margaret G. Barton, Ph.D.,** Senior Personnel Research Psychologist  
HR Solutions, U.S. Office of Personnel Management
- Nicole McIntyre,** Senior Human Resources Consultant  
HR Solutions, U.S. Office of Personnel Management
- 10:30 A.M. BREAK
- 10:45 A.M. **Succession Planning and the Impact of Leadership:** Brought to life through a true story, see how leadership impacts productivity and learn best practices to invest in leadership succession planning that builds and maintains an effective workforce amid turnover and resource challenges.
- Randall Lohman,** Manager, Workforce and Succession Planning  
HR Solutions, US Office of Personnel Management
- 12:00 P.M. **Awards Luncheon**
- 1:15 P.M. **Engagement Versus Management:** The powerful “engagement” style of leadership is a top priority for Federal Agencies in their efforts to inspire enhanced employee engagement and productivity. Learn about the most effective management practices that are transforming leadership across our organizations that enable Managers to effectively embrace and enhance the 21<sup>st</sup> Century workplace.

**Jason Parman**, HR Strategy Manager  
HR Solutions, U.S. Office of Personnel Management

2:15 P.M. **Best Practices in Performance Management for the Modern, Mobile Workplace:** Now more than ever, incorporating effective performance management practices is essential for ensuring accountability, results and productivity across Federal Agencies where employees can work anywhere anytime. Hear about the leading best practices that managers can easily implement to help them set annual performance goals and develop performance plans, track and monitor employee performance, provide feedback and ratings, and streamline the process in this new environment. **Brought to you by USA Performance<sup>SM</sup>**

**Rebecca S. Ayers**, Ph.D., Manager, Performance Management Solutions  
HR Solutions, U.S. Office of Personnel Management

3:15 P.M. BREAK

3:30 P.M. **Equal Employment Opportunity (EEO) and Effective Leadership:** While some relate EEO to complaints, problems and issues, this session will discuss how EEO as a leadership activity can lead to more successful organizational outcomes, such as greater productivity, better morale, and more creativity.

**Dexter Brooks**, Associate Director, Office of Federal Operations  
U.S. Equal Employment Opportunity Commission

4:30 P.M. Federal Employee Education & Assistance Fund (FEEA) Raffle

4:45 P.M. ***Training Day Closing Remarks***  
FMA National President Patricia Niehaus