

Talent Management



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*Imagine, Create, and
Secure a Stronger Peace...*



NATIONAL DEFENSE
UNIVERSITY
Washington, D.C.

Addition of Chief Operating Officer (COO)



GOALS:

- Strengthen Management at the Enterprise Level
- Connect resource utilization to strategic goals
- Senior-level engagement on select issues (e.g. Selective Early Retirement Boards)

STATUS:

- Over 70 applicants
- Interviews to be conducted late-May to early-June
- Executive Vice President (EVP)/COO to be on board by July 1, 2014



Compensation Analysis



Provide Background on Compensation Study

What/When/How:

- Contract Issued in June 2013 – Careerstone Group
- Focus Groups and Site Visits Internal and External - Like Institutions

Why:

- Address 2012 Criticism of “High Grades”
- Oversight of J7 and OSD
- Lack of Holistic Picture (One Blue Folder at a time!)
- Improve Recruiting and Retention



Compensation Analysis



Summary of Major Findings by Contractor

The study recommends NDU address the following to improve talent acquisition:

- Funding uncertainties, and faculty recruitment, renewal, and hiring could be improved through an enterprise approach to talent acquisition
- Improved linkage between renewals and performance may resolve process inconsistencies
- Hiring decision transparency may significantly improve the faculty hiring cycle.
- A centralized authority or committee for human capital management decisions may result in improved, expedited processes, achieving efficiency in the talent acquisition process.



Human Capital Council



Established Strategic Human Capital Board

GOALS:

- Improve Recruiting and Retention
- Review/revise talent management policy across the enterprise level
- Improve coordination to better align Human Capital assets to NDU strategic goals and Officer Professional Military Education Policy (OPMEP) requirements

STATUS:

- Charter Developed and Signed
- First Meeting Held 7 May – All Components Represented
- Working Group established on Performance Mgt



Title 10 Human Capital Mgt



Review Title 10 Performance Management System Compensation Planning and
Renewal Process

GOALS:

- Ensure Fairness and Equitability across the enterprise
- Improve Workforce Planning & Budgeting for Civ Pay
- Improve Strengthen oversight / senior-level responsibility

STATUS and NEXT STEPS:

- Working Group established
- Component Level Review – Aug 2014 (t)
- University Level Review – Sept 2014 (t)
- New Appraisal System for Title 10 envisioned for next AY