

DO ***MORE*** with less:

HOW TO ***THRIVE*** in
the PUBLIC SECTOR
with a
shrinking BUDGET



Concerning
LEARNING



Deadra Welcome, CPLP, CPTM
Concerning Learning, LLC

Former Federal Government Employee
(27 years)

LEARNING STRATEGIST

TRAINER'S COACH

THOUGHT LEADER

PERFORMANCE CONSULTANT

PASSIONATE LEARNER

VIDEO PODCASTER



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In the public sector, how do you feel when asked to...

DO



Type response in Chat





**POSSIBLE
EMOTIONS**



**WHEN BUDGETS
ARE CUT, LESS
MONEY IS
SPENT ON
LEARNING AND
DEVELOPMENT.**



Type response in Chat



TWO THINGS OCCUR DURING LEAN TIMES

DEVELOPMENTAL
OPPORTUNITIES
SHRINK

*WE FEEL
POWERLESS*



Today's Webinar



1

Current Public Sector Talent Development Landscape

2

Today's Learners

3

The Evolution of the Workplace Learning Professional

4

Five Tips for Upskilling

THE STATE OF TALENT DEVELOPMENT IN THE PUBLIC SECTOR





TODAY'S TD CLIMATE

Shrinking Budgets

Reduced
Workforce

Effectiveness
Efficiency
Accountability

Outsourcing



Which public sector trends are impacting you the most?



Answer the Poll



The 21st Century Workforce Cross-Agency Priority Goal includes the following subgoals:

1. Improving employee performance management and engagement,
2. Reskilling and redeploying human capital resources, and
3. Enabling simple and strategic hiring practices.

In addition to the three primary subgoals, Goal Leaders will promote opportunities for continuous learning. This will allow agencies and the human capital community to integrate innovations, research, and results from pilot projects into practice.

The strategies and milestones outlined in this Goal Structure work within the existing administrative and legal framework, to compliment broader policy changes the Administration may seek through legislative or regulatory change.



How many strategies impact the TD community?



PRESIDENT'S
MANAGEMENT
AGENDA

Goal Strategy

Type response in Chat



Improve Employee Performance Management & Engagement

Strategies:

- Provide support to managers, equipping them to manage effectively.
- Streamline performance management and dismissal procedures.
- Increase the link between pay and performance, and regularly reward high performers.
- Strengthen organizational management practices and accountability for employee engagement.
- Focus intense employee engagement improvement efforts on the lowest-performing organizations, to reduce mission risk.

Reskill & Redeploy Human Capital Resources

Strategies:

- Identify opportunities for automation, and increase the overall efficiency of the workforce.
- Invest in and develop the workforce based on identification of emerging and mission critical skills.
- Reskill and redeploy employees from lower value work activities to higher value work activities.
- Improve the ability of employees to design career paths in federal service and for agencies to clarify career paths that would be most helpful to fulfill workforce planning needs.

Simple & Strategic Hiring

Strategies:

- Make it easier to recruit top talent, reducing the time it takes to complete the hiring cycle from recruitment to onboarding.
- Improve the ability to differentiate applicants' qualifications, competencies, and experience.
- Develop the capacity and skills of HR professionals to better serve customers.
- Add hiring process automation.
- Improve the applicant experience.
- Eliminate burdensome policies and procedures.



WORKPLACE LEARNING PROFESSIONALS MUST ADAPT

1 Meet the needs of today's learners

2 Become strategic business
partners

3 Continuously develop our skills

TODAY'S FEDERAL LEARNER



The Modern Learner

1%

Axonify

Of a typical workweek to focus on training & development.

Overwhelmed

75%

of workers state that they are stressed at work.

Impatient

>70%

of Learners turn to search engines.

Distracted

57%

of interruptions at work result from either social-media tools or apps.

Untethered

67%

of all workers use mobile and wireless computing.



Source: Bersin Research Bulletin, Meet the Modern Learner, November 26, 2014



Place a Star Beside Statistics
that Are Still True



LEARNERS OF TODAY

More Engagement & Interaction

Social & Digital Learning

30% Work in Remote Location

Short Attention Span

1% of a typical work week on L&D



STRATEGIC PARTNERING



An **EXTRAORDINARY** learning strategy is...

“ A comprehensive plan that’s driven by the business and led by a highly-skilled talent development team to maximize organizational learning for performance. ”



~ Deadra Welcome

Three essentials for an **EXTRAORDINARY** learning strategy

Right content & programs



Leadership Development



Onboarding



Mentoring



Succession Plan



Knowledge Management

Highly-skilled TD staff



Assess



Design, develop,
& deliver



Evaluate



Manage

Aligned with the business goals and mission

I'M SPEAKING AT

atd 2019

International Conference
& Exposition

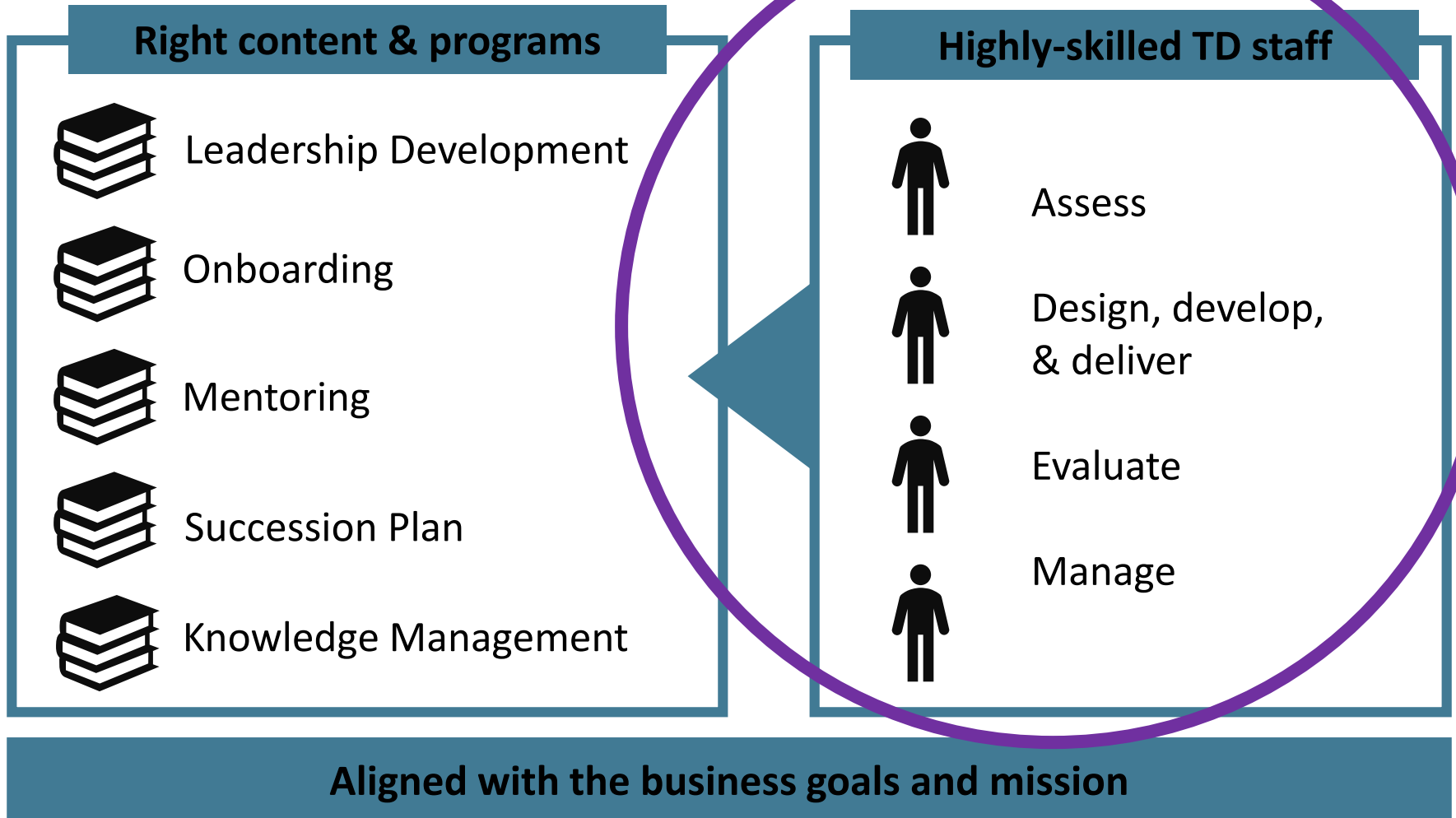
*The World's Largest Talent
Development Conference*

May 19-22 | Washington, D.C.

<http://bit.ly/2G5YTvK>



Three essentials for an **EXTRAORDINARY** learning strategy



Which areas do you have skill gaps?

**TRAIN
THE TRAINER**

Answer the Poll





THE EVOLUTION OF THE TD COMMUNITY

Better Alignment
with Business
Goals

Enhance
Marketing
Strategies

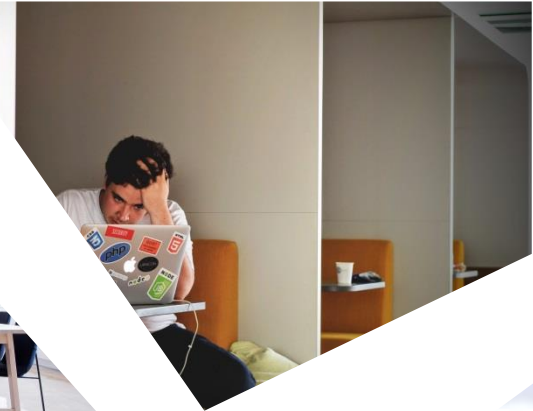
Increase Use
of Technology

Curators of
Learning

Utilize Data from
Evaluation



WORKPLACE LEARNING PROFESSIONAL SKILLS



How are you developing your workplace learning professional skills?



Type response in Chat



True Story

Department-wide Mentoring
Program



DO MORE
WITH LESS



MENTORING IN GOVERNMENT

Genuine Interest

Express a sincere interest in continuous self-development

Reciprocal Relationships

Mentor and mentee should learn from each other

Ongoing Dialogue

Share successes and failures as opportunities to learn

Work Together

Effective mentoring requires teamwork and commitment

Trust

Information shared between the mentee and mentor is confidential

Heighten Potential

Inspire new possibilities to stretch and grow



For more information regarding the
DOE Mentoring Program:
http://humancapital.doe.gov/resources_mentoring.htm
Deadra Welcome | Program Manager
202.586.9533

DOE Mentoring Program
One on One | Group | Situational

<http://bit.ly/DOEMentoring>

Department of Energy

The U.S. Department of Energy (DOE) has adopted a comprehensive approach to formal and informal mentoring. DOE's mentoring website contains resources for mentors and protégés. Included in DOE's website are profile sheets and toolkits for both mentors and protégés, and a general mentoring guide. For more information on the DOE Mentoring Program, contact Deadra Welcome at Deadra.Welcome@hq.doe.gov or refer to the [DOE Mentoring Brochure](#).



1) Adjusted your thinking

2) Invested in your development

3) Make a plan

4) Take action

5) Focus on continual learning

Adjust Your Thinking



Eliminate *ALL* barriers

YOUR INDUSTRY CHANGES

*OTHERS ARE LEARNING EVEN
IF YOU DON'T*

IF YOU DON'T USE IT YOU WILL LOSE IT

Invest in Your Development

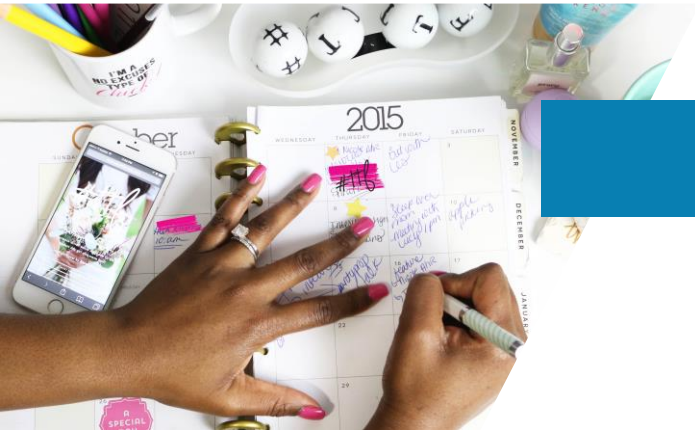
Time

PEOPLE

MONEY



Make a Plan



Where am I now?

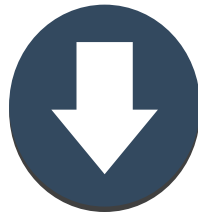
*WHERE DO I WANT TO
BE?*

HOW DO I GET THERE?

HOW WILL I KNOW I'M MOVING?

Take Charge of Your Development

<http://bit.ly/downloadTCDP>



Your very own
**Take Charge of My
Development Plan**

A stack of three copies of the 'Take Charge of My Development Plan' form. The top form is tilted and shows the following details:

- Logo: CONCERNING LEARNING
- Text: CONCERNING LEARNING, LLC
Creating Memorable & Actionable Learning Experiences
- Title: Take Charge of My Development Plan
- Fields: Name: _____, Date Developed: _____, Title/Position/Role: _____
- Section: Part 1 – Where Am I Now?
- Table 1: Greatest Strengths

Skill	Specific Behavior(s)

- Table 2: Opportunities for Development

Skill	Specific Behavior(s)

Take Action

Get BUSY

DO SOMETHING

DON'T GET LEFT BEHIND



Focus on Continual Learning



Make learning a part of
everyday activities

*BE INTENTIONAL &
DELIBERATE*

What's one learning nugget that you're going to implement tomorrow?



Type response in Chat



Remember, to...

THRIVE DURING LEAN TIMES

STAY FOCUSED
ON YOUR
LEARNERS'
NEEDS

BECOME
MORE
STRATEGIC





<http://bit.ly/LetStayConnected>

