



ACT-IAC Evolving the Workforce Community of Interest

January 11, 2018 • 10-11:30 a.m. • General Services Administration (GSA) Building - Room 1461, 1800 F Street, NW, Washington, DC

Remote attendee URL: <https://meet.gsa.gov/evolvingtheworkforce/>
Audio-only conference line: 1-866-928-2008 • Access Code 194782

January Meeting Agenda

- Welcome and Introductions – EWF COI Leadership
- Updates from EWF COI Leadership
- Panel Discussion: “Conversation with DHS and VA Human Capital Leaders on Leading through Times of Change”

Presentation Background

With pending agency and departmental reorganizations on tap for 2018, government leaders and managers have the opportunity to create visions and operating procedures to guide their workforces. Suggested by the Evolving the Workforce COI’s Government Advisor panel, this session will use the backdrop of the reorganizations that departments and agencies have submitted to OMB, and focus on ways government managers can embrace and lead their workforces through times of change. Areas to be covered in the discussion include suggestions on how leaders should manage and lead, as well as recruitment and retention strategies, etc.

Speakers

Roland Edwards, Deputy Chief Human Capital Officer, U.S. Department of Homeland Security

Roland Edwards provides authoritative advice and guidance to all Department of Homeland Security (DHS) Components on the full range of human resources (HR) functional areas. His primary focus areas include Human Resources Management and Services (provides HR services to Headquarters organizations), diversity and inclusion, internal operations, privacy and engagement initiatives within the Office of the Chief Human Capital Officer (OCHCO).

Mr. Edwards was previously the Deputy Director, Human Resources Management and Services (HRMS) for DHS Headquarters in OCHCO. Mr. Edwards had direct oversight of the Executive Services team, Business Analytics team and the Learning and Development Institute. As the Deputy Director, he also assisted the Executive Director in providing oversight of all of the HR functional areas and overall management of HRMS.

Prior to serving as the HRMS Deputy Director, Mr. Edwards was the Deputy Director, Executive Resources in OCHCO. In this role, he assisted the Director in managing all aspects of performance for the team and workload. This included Senior Executive Service (SES) staffing for Department-wide and headquarters organizations, political staffing, executive (SES, Senior Level – SL, and Scientific and Professional – ST) policy, SES/SL/ST performance management system certification, annual SES/SL/ST performance management, Presidential Rank Award nominations, and biennial allocations of new SES/SL/ST positions.



Prior to DHS, Mr. Edwards worked at the Office of Personnel Management as a manager in the government-wide SES office and served as an Associate Director in Human Resources for the Millennium Challenge Corporation. He received his Bachelor of Science and master's degree from the University of Maryland.

Peter Shelby, Assistant Secretary for Human Resources and Administration and Chief Human Capital Officer, Department of Veterans Affairs

As Assistant Secretary of VA's Office of Human Resources & Administration (HR&A), Peter Shelby oversees a team that supports over 325,000 VA employees and 6,000 human resources professionals across the country. To meet the needs of the VA workforce, Mr. Shelby leads an HR&A team who provides professional assistance in the areas of Administration, Human Resources Management, Diversity and Inclusion, Resolution Management, Labor-Management Relations, Veterans Employment, Employee Development and Senior Executive Management.

Prior to assuming his current position, Mr. Shelby is Principal and Founder of Transcendent Performance, an HR and talent development consulting practice. Previously, Peter was a Senior Vice President with Related Companies in New York City. Prior to his work in the private sector, Mr. Shelby served in several human capital leadership roles in the Intelligence Community, including Associate Dean at National Intelligence University, Chief Learning Officer for National Reconnaissance Office (NRO), and Deputy for Learning and Development for the Defense Intelligence Agency.

Mr. Shelby retired from the Marine Corps as a Major after 24 years of non-commissioned and commissioned officer service. Peter holds an MBA in Human Resources Management from Northcentral University, and a Master of Arts in Adult Education from George Mason University. He received his Bachelor of Arts in English Literature (summa cum laude) from The Citadel. He is a certified Senior Professional in Human Resources, and SHRM Senior Certified Professional.

Craig Petrun, PhD, Chief Engineer, Enterprise Strategy and Transformation, MITRE Corporation

Dr. Craig Petrun is the organizational change management department leader in MITRE's Center for Connected Government (CCG). In his role, Dr. Petrun helps large-scale government programs develop change management strategies, implement plans, advance organizational communications, and undertake business transformation and enterprise modernization challenges. Leveraging over 25 years of experience as a strategic change professional, Dr. Petrun works with the Government Agencies to address the impact of technology-driven change on their organizations. His engagements have included work in the areas of organizational assessments, organizational design and restructuring, stakeholder management, change readiness, strategic communications, learning, and executive coaching.

Prior to joining MITRE, Dr. Petrun was an Associate Partner with IBM Business Consulting Services and a Principal consultant in the Strategic Change Practice at PricewaterhouseCoopers. His experience in human dynamics, consulting, organizational change management, and industry management give him a broad range of experiences to draw on, and he has become a trusted advisor to many executives in federal and international organizations over his career. His professional experience has been focused on understanding and preparing individuals/organizations for change and driving the development and implementation of new organizational strategies, processes, and technologies, which result in improved individual/organizational



performance. Dr. Petrun also co-authored the book entitled Information Leadership: A Government Executive's Guide and has recently been named as co-inventor on a new MITRE patent application called "Decomposing Human Behavior Into Quantified Layers of Perception."

Dr. Petrun has a Doctorate degree in Cognitive Psychology and Master of Science degree in Psychology from the University of Kentucky. He is also a Licensed Psychologist, ICF Associate Certified Executive Coach (ACC), Certified Professional Ergonomist (CPE), and a Certified Strategic Therapist.

Thank you for your participation! If you did not register yourself for this event, please email Carly Fry (cfry@actiac.org) to know you attended; or reach out to anyone on our COI leadership team:

**Deb Tomchek, Industry Chair • Terri Shaffer, Government Chair
Rebecca Russell, Government Vice Chair • Dave Potts, Industry Vice Chair
Robert Clarke, Communications Chair • Doris Reeves, Program Chair
Craig Petrun, Knowledge Chair • Juan Salazar, NexUS Liaison**