

Tuesday, July 12, 2016

LULAC FTI Agency Forums

7:00 AM to 6:00 PM	FTI Command Center	Morgan
9:00 AM to 5:00 PM	U.S. Department of Agriculture	Cabinet
9:00 AM to 5:00 PM	U.S. Department of Health and Human Services	Georgetown East
9:00 AM to 12:00 PM	U.S. Department of Justice	Monroe
9:00 AM to 12:00 PM	U.S. Department of Labor	Gunston
1:00 PM to 5:00 PM	U.S. Department of Veterans Affairs	Monroe
1:00 PM to 5:00 PM	National Council of Hispanic Employment Program Managers	Gunston
1:00 PM to 5:00 PM	FTI Committee Meeting FTI Workshop Speaker Registrations	Morgan

Wednesday, July 13, 2016

8:30 AM to 10:15 AM	FTI Opening Ceremony & Plenary Session	Monroe
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Keynote Remarks: Beth Cobert, Acting Director, Office of Personnel Management

Motivational Speaker: Miguel Joey Aviles, President, Young Government Leaders

How to Become a Change-Maker in Today's World

It's game time; leaders need to become change-makers now. We are living in a historical era: the game rules have changed. The world is changing at an incredible speed, so we need leaders to disrupt not only technology, but all industries. Playing by the old rules is not an option anymore: This talk presents a roadmap to show leaders how to organize differently, how to think and act differently and how to develop the mindset and acquire the skills to become change-makers. When leaders have a better understanding about today's complex business environment, they not only become change-makers to make their team, division and organization function better, but they embrace the potential they have to positively impact the world we live in today.

Participants will learn: What makes a change-maker; How can everyone become a change-maker; How leaders can empower their people to step into their greatness and take a decision to become change-makers

8:30 AM to 5:00 PM	Youth & College Symposium – College Track A Career in the Federal Government	Lincoln West
	The symposium is designed to familiarize attendees with the student pathway programs, scholarships, internships, educational opportunities, career opportunities, pay and benefits and recruitment incentives. The attendees will also have the opportunity to meet with representatives from the Federal Government who will share information on student opportunities in their respective agencies.	

Presenter/s: Dr. Jimmy Ortiz, Manager, International Postal Relations, Global Business,
U.S. Postal Service

10:30 AM to 5:00 PM

EEOC Forum

Jefferson East

The EEOC Forum will be take place immediately after the FTI Plenary Session. This all day forum is dedicated to the EEO Directors and EEO practitioners invited by EEOC5. This forum will start with the Commission quarterly EEO Directors meeting conducted by the EEOC Office of Federal Operations' (OFO) leaders, in where OFO quarterly provides leadership and guidance to federal agencies on different aspects of the Federal government's EEO program.

Speakers:

Carlton M. Hadden, Director, Office of Federal Operations, EEOC
Dexter Brooks, Associate Director, Federal Sector Programs, OFO, EEOC
Patricia St. Clair, Assistant Director, Outreach and Training Division, OFO, EEOC

During the afternoon, expert EEOC trainers will offer a comprehensive presentation on the following topics:

To Write or Not to Write: Creating Enforceable Settlement Agreements

When parties in conflict decide to address a dispute, they spend bulk of their time focusing on negotiating a resolution. For most people, once the problem is solved, putting a verbal understanding in writing is almost an afterthought. You don't need to be an attorney to understand what makes for a good settlement agreement. This workshop will help you analyze concerns on both sides of a dispute and develop more robust settlement options.

Presenter: Victor Voloshin, Chief Mediation Officer, EEOC

Developing a Model EEO Program:

Elements of an effective EEO program and the EEO Process.

Panel Discussion:

Patricia St. Clair, Assistant Director, Outreach and Training Division, OFO, EEOC
Virginia Andreu, Acting Branch Chief, Agency Oversight Division, OFO, EEOC
ARP attorney; and an EEOC Administrative Judge

10:30 AM to 11:45 AM

Introduction to the Senior Executive Service (SES-100)

Georgetown West

Competency: Business Acumen

What is the Senior Executive Service (SES)? What is the SES Corps? Gain an understanding and a glimpse into the environment of the Federal government's top career leaders, their challenges and responsibilities. As top leaders retire, opportunities increase. Come and learn first-hand about the how and why of the SES and how you could become a member of an elite corps leading the Federal workforce.

Moderator: Christine C. McMurchy, Hispanic Employment Program Manager, U.S.
Department of Homeland Security

Presenter(s): Joseph Mancias, Former Senior Management Counsel to the Director,
U.S. Citizenship and Immigration Services, Department of Homeland Security
Poli Marmolejos, Director and Chief Administrative Judge of the Department of
Energy's Office of Hearings and Appeals

10:30 AM to 11:45 AM **Executive Leadership Secrets: How to Cultivate and Leverage Energy when Others Depend on You.** Georgetown East
ECQ: Leading Change, Leading People, Building Coalitions

In today's world of competing demands, leading other can take a toll on your body, mind and soul. Research shows that many emerging executives believe they don't have the energy to do the things they want to do. Lack of energy can intensify conflict, reduce good decision-making and cause leaders to experience unintended negative consequences. Great leaders learn how to harness and leverage good energy.

This workshop will help shed light on your own leadership construct. As a participant you will learn the seven levels of energy as identified in the Energy Leadership Index™, and how to cultivate your anabolic energy. You will also learn strategies to conquer conflict, empower staff, and "own your world" in times of crisis and challenge when people and organizations are depending on you to effectively manage, lead and engage others.

Moderator: Heidi Ortiz, Hispanic/Special Emphasis Employment Program Manager
U.S. Department of Labor

Presenter/s: Jeffrey Vargas, Chief Learning Officer, Commodity Futures Trading
Commission

Elizabeth Bucknor, Education Manager, Australian Trade and Investment
Commission (Austrade), Washington, DC

10:30 AM to 11:45 AM **Engagement Communications: Engaging Employees and Making Great Organizations** Jefferson West
ECQ: Leading Change, Leading People

Are your employees really engaged? More than 50 years of research tells us that engaged employees are more productive and are essential to highly functioning organizations. This workshop will be valuable for any executive, supervisor, or aspiring leader to help them understand proven organizational principles that lead to employees who will take initiative and offer their best to the organization and its mission.

Employee engagement has been a priority across the Federal government, but providing an environment that supports engaged employees is simply good business. How you communicate with your employees makes an enormous difference. We'll learn critical principles that anyone can apply today to better engage your employees, and more importantly, keep already engaged employees from becoming disengaged.

During the workshop we'll cover The ABCs of Engagement; Engagement Strategy and the Engaging Communicator

Moderator: Carol Boyer, Senior Policy Advisor, U.S. Department of Labor

Presenter: Jacob Faibisch, Program Manager, Supervisor and Manager Training, USDA
Virtual University (invited)

10:30 AM to 11:45 AM **Incentivizing Your Workforce Effectively Through Conflict**
ECQ: Leading Change

Monroe

Conflicts and disagreements are a part of life. Conflict is inevitable; it's healthy, and it can be resolved. Since we must live with conflict, how can we adjust our leadership's behavior and style to ensure our workforce sustains a culture that will not lose productivity, absenteeism and turnover. Internal conflicts can be detrimental to your company morale and business results.

When conflicts of any kind arise, it is absolutely essential that we use effective resolution techniques. Having the skills to resolve internal conflicts effectively is one of the biggest challenges in today's business world and is vital to success.

Workplace conflict is one of the greatest causes of employee stress. Taking simple steps to resolve conflict immediately can prevent many workplace conflicts from escalating. Employee stress, and many related health complaints, as well as workers' compensation and bullying claims, can be prevented by managers acting quickly to resolve issues between co-workers, or between themselves and other stakeholders.

The workshop provides you practical strategies and you will learn: The existence of conflict is not the problem, but rather how it is resolved; How to identify conflicts at work; How to listen to others' points of view for better understanding and improved work relations; How to express needs and problems openly and honestly without blame, criticism or finger-pointing; A proven six-step method for resolving conflicts so that needs get clearly identified; and How to mediate disputes between senior leadership, peers, cohorts, and create team success

Moderator: Maria V. Martinez, Diversity and Inclusion Strategic Initiatives, U.S. Department of Education

Speaker: Dr. Patricia Williams (PW), PMP, MBB, CBM, ISO, QMS-Founder and Executive Director Organization of Hope
Angela M. Odom (Colonel, US Army Retired) HR Specialist

10:30 AM to 11:45 AM **Evaluating Your ECQs Writing and Approach**
ECQ: Leading Change focus of Example
Competency: Knowledge Management

Fairchild East

This course is for GS-14-15 employees only and will require pre-class preparation.

This class will cover the style approach and proper focus for successful ECQs – this is a practical, fast-paced, hands-on class: 1) Learn about proper focus for ECQs; 2) Participate in a group exercise in Leading Change; 3) Make quick, handwritten edits to your example of Leading Change that you brought to class based on what you have learned; and 4) Read your edited draft to a peer who will evaluate it using the DePuy Checklist Model.

Pre-class preparation

1. Read OPM ECQ Guidance at:
<https://www.opm.gov/policy-data-oversight/senior-executive-service/executive-core-qualifications/>
2. Prepare a 1-page, single-spaced Leading Change Example in the Challenge, Context, Action, Result (CCAR Model) – You should also bring a double spaced version to allow room for handwritten class edits. You will not be admitted to class without the example in hand!

Moderator: Isabel F. Kaufman, EEO Program Manager. U.S. Department of Justice

Speaker: Brenda J DePuy, DePuy HR Associates Group

10:30 AM to 11:45 AM	<p>The Ethical Leader ECQ: Leading People</p> <p>One of the most significant traits of a leader is being ethical. An ethical leader makes the right decision that positively affects customers, employees, stakeholders and the environment. This workshop will examine ethics and its significance to leaders and the business world. This workshop will cover: the basis of individual ethical behavior; the impact of ethical choices; and the importance of ethics to leaders.</p> <p>Moderator: Laura E. Colón-Marrero M.P.A., EEO Director, Office of Justice Programs U.S. Department of Justice</p> <p>Speaker: Vickye Byron, SPHR, GCDF, Ray B. Consulting, LLC</p>	Albright
2:00 PM to 3:15 PM	<p>Managing Conflict and Building Relationships ECQ/s: Leading People, Building Coalitions</p> <p>Have you ever been in conflict with someone or spent far too much time in a heated debate only to realize that you were in heated agreement? Or perhaps, you avoid a person because you "know" talking to them will only result in frustration or anger? This interactive workshop will explore how we can effectively manage conflict and build relationships through effective conversations.</p> <p>Moderator: Sadie Perez, National Hispanic Employment Program Manager, Federal Aviation Administration</p> <p>Speaker: Anita L Hinton, Leadership Instructor, Chair MC Leadership Development Department, Central Intelligence Agency</p>	Georgetown East
2:00 PM to 3:15 PM	<p>The Framework of Executive Qualifications & Competencies Required for the SES Corps (SES-101) Competencies: Knowledge Management, Continual Learning, Human Capital</p> <p>Interested in becoming a SES member? Learn about the experiences you need that make up a successful framework. Learn what you'll need to stand out in a competitive field and uncover the process to become a member of the Senior Executive Service Corps. Gain an overview of the Executive Core Qualifications (ECQs), which define the competencies needed to build a federal corporate culture that strives for results, serves customers, and builds successful teams and coalitions within and outside the organization.</p> <p>Moderator: Roberto Contreras, Director Civil Rights Division, Food and Nutrition Service, United States Department of Agriculture</p> <p>Presenter(s): Joseph Mancias, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security Poli Marmolejos, Director and Chief Administrative Judge of the Department of Energy's Office of Hearings and Appeals Lorena McElwain, Director, Office of Minority & Women Inclusion, U.S. Commodity Futures Trading Commission</p>	Georgetown West
2:00 PM to 3:15 PM	<p>Writing Your Federal Resume</p>	Jefferson West

Competency: Knowledge Management

The presentation highlights a 3-part process to assist applicants in writing their Federal resume. Attendees will be shown a real Job Opening Announcement (JOA) and walked through reviewing the JOA to determine qualifications, identifying the important requirements and then tailoring their resumes with that JOA. Lastly, it will provide a quick overview of the resume builder on USAJOBS.

Moderator: Ana Obrebski, Team Lead, Center for Programmatic Training, Social Security Administration

Presenter(s): Deshan Mingo King, Senior Federal Recruitment Advisor, Office of Personnel Management

2:00 PM to 3:15 PM

The Emotional Selfie – Mastering Emotional Intelligence for Leadership Monroe

ECQ: Leading People

Competencies: Interpersonal and Communication Skills

Aristotle once wrote that anyone can be angry, but the trick is to be angry at the right person, at the right time, to the right degree, for the right purpose, in the right way. Anger? Sadness? Frustration? Doesn't matter. Emotions are rational, and when embraced, they are an effective leadership tool. This session focuses on the identification and understanding of EI and how it can be used to increase our self-awareness, self-management, social awareness, and relationship management skills.

Moderator: Jacqueline Padrón, Program Director, Hispanic Serving Institutions National Program, U.S. Department of Agriculture

Speaker: Patrick S. Malone, Ph.D., Director, Key Executive Leadership Programs, Department of Public Administration and Policy, American University

2:00 PM to 3:15 PM

Sharpest Tool in the Shed: Business Acumen the Most Elusive (& Important) Leadership Skill Lincoln East

This workshop is best suited for individuals at the GS13-15 or equivalent levels.

ECQ: Business Acumen

Every day you face challenges and changes. Your success or failure will largely be due to the strength of your business acumen. Unfortunately, many people, particularly in government, struggle with understanding business acumen. What is Business Acumen? How does it relate to other leadership skills and the ECQs required to advance to senior leadership roles? How do you develop it? How do you measure it? How can you highlight your business acumen even when you have never worked in information technology, human resources or financial management? Through presentation and exercises this workshop will: Help you better understand business acumen; show you how to develop your skills in this area, and assist you with highlighting your experiences in this elusive arena.

Moderator: Cristina Bartolomei, EEO Manager, U.S. Department of Commerce

Speaker: Denise Viera, MS-CED, JD, Sr. Advisor, Office for Civil Rights US Department of Justice

2:00 PM to 3:15 PM

Leading a Disability Inclusive Workplace: Challenges, Opportunities, Fairchild East

Best Practices

ECQ: Leading People

Having a disability inclusive workplace sends a strong message to current and future talent about what your organization stands for and reinforces the position of the federal government as an employer of choice. As the nation's largest employer, the federal government has a special responsibility to lead by example in including people with disabilities in the workforce, and has established hiring goals and accountability criteria for federal managers. The Schedule A hiring authority is an important tool in speeding up the process of bringing qualified candidates on board, but it requires that such individuals self-identify their disability. This often is a challenging proposition given that most disabilities are not-visible and many prefer to keep such information confidential. Adding to the challenge is the fact that this community includes wounded warriors and aging baby boomers who do not relate to or identify with the term disability and therefore are often unaware of the opportunity to self-identify.

These issues will be explored during an interactive session aimed at developing participants' knowledge, understanding, and awareness. Topics will focus on the multi-dimensionality of disability and the definitional differences that characterize this group that ranges from injured veterans to those whose physical and cognitive impairments are age related or to others who consider their non-visible disabilities as medical conditions. We all know that people perform best when they have the tools they need to be productive. So self-identification is crucial not only for counting numbers for compliance but for allowing employees access to reasonable accommodations to maximize performance, increase safety, and reduce turnover and absenteeism. Findings from recent research on the experiences of employees with disabilities in the federal government, as well as case study examples of federal agencies who are successful in attracting and retaining qualified employees with disabilities will be shared. This session will allow participants to build their leadership skills for a disability inclusive workplace.

Moderator: Heidi Ortiz, Hispanic/Special Emphasis Employment Program Manager
U.S. Department of Labor

Presenter/s: Judy Young, Assistant Director, Training and Development
Cornell University
Kendra Duckworth, Disability Program Manager with the Equal Opportunity
Policy Office, Department of the Air Force

3:30 PM to 4:45 PM

Outclass the Competition: Business Etiquette, Networking and being Politically Savvy

Georgetown East

ECQ: Building Coalitions

Competencies: Political Savvy, Influence, Relationship Building

This participative seminar will help up incoming leaders how to distinguish themselves from the competition, how to make an entrance and work the room, handshaking - the ultimate greeting, introducing themselves, eye signals, and how to improve their mingling skills proficiency and much more. The seminar aims to utilize and uncover the link between the "savvy" principles and the development of ethical and effective leadership practices through interactive dialogue to address the relationships between leadership and organization politics.

Moderator: Norma Fuentes, Executive Administrative Assistant, Federal Bureau of Investigation

Presenter: Dr. Jimmy Ortiz, Manager, International Postal Relations, Global Business, U.S. Postal Service

3:30 PM to 4:45 PM

What a Selection Panel Wants to See in your SES Application (SES 102) Georgetown West
Competencies: Knowledge Management Public Service Motivation, Written Communication

Learn about the “package” – the Challenge – Context – Action – Results model in building a successful application articulating your challenges and accomplishments in five core arenas. One who cannot “toot” their own horn, is destined not to hear the sweet music, nor will a selection panel invite one for a performance – i.e. an interview. Get the big picture in how to approach writing your music – Executive Core Qualifications (ECQ) – some do’s and don’ts, examples, and tips in preparing for an interview. Well written ECQs will mean the difference between being referred for an interview or not!

Moderator: Alicia Rodriguez, Senior Training Coordinator, United States Department of Agriculture

Presenters: Joseph Mancias, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security
Poli Marmolejos, Director and Chief Administrative Judge of the Department of Energy’s Office of Hearings and Appeals
Lorena McElwain, Director, Office of Minority & Women Inclusion, U.S. Commodity Futures Trading Commission

3:30 PM to 4:45 PM

What Kind of Leader Are You?

Jefferson West

ECQ: Leading People

Are you the type of leader people want to follow and emulate, or do they roll their eyes and run for the hills when they see/hear you coming? Do you apply blanket leadership principles to every member of your team, or do you take the time to know each person’s strengths and growth opportunities and adapt your leadership style to bring out the best in them? Learn to recognize the kind of leader you are through self- and external assessments so you can enhance your skillsets, transform work relationships and effectively lead others where they originally did not want to go.

Moderator: Christine C. McMurchy, Hispanic Employment Program Manager, U.S. Department of Homeland Security

Presenter: Glorimar Maldonado, Chief Recruitment Officer, U.S. Department of Health and Human Services

3:30 PM to 4:45 PM

Emotional Intelligence and Political Savvy – Critical to Leadership at All Levels!

Monroe

ECQ: Leading People, Building Coalitions

This workshop will tie the Emotional Intelligence factors to the ECQS in a practical way. Participants will gain an understanding of Emotional Intelligence and Political Savvy competencies through self-assessment. Looking from your perspective in the leadership chain, helps you to understand that you are always leading from the middle. Learn how your line of sight and perspective impacts your success. A fast paced look at your competencies and influence.

Moderator: Keyla Hernandez, Associate Division Chief, Consumer Affairs and Outreach Division, Consumer and Governmental Affairs Bureau, Federal Communications Commission

Speaker: Brenda J. DePuy, DePuy HR Associates Group

3:30 PM to 4:45 PM

Leading Change through Leading People

Lincoln East

ECQ: Leading People, Building Coalitions

Did you know you can make things better for employees and customers, regardless of your title or grade level? This highly interactive and hands-on workshop will provide participants a strategy for identifying opportunities for strategic change for functions they implement or lead. The workshop will discuss a framework for initiating and managing customer-driven process improvement by engaging internal and external stakeholders. Learn how to make transformational changes by leading change through leading people.

Moderator: Lisandra Garay-Vega, M.S.C.E, Ph.D., Accident Investigator (Project Manager)
Office of Highway Safety, National Transportation Safety Board

Speaker: Claudia J. Postell, Esq., Deputy Associate Commissioner, Office of Civil Rights
and Equal Opportunity, Social Security Administration

3:30 PM to 4:45 PM

**Leveraging Latino Talent: Effective Strategies to Recruit, Retain
and Develop Talent**

Fairchild East

ECQ: Leading People

Competency: Leveraging Diversity

Diversity of thought is the new normal. Today's leader must meet the challenge of addressing the largest and most diverse workforce we have ever experienced in the US. Millennials represent 1/3 of the population and are the fastest growing number of new employees, Latinos millennials represent the largest number of this subset. Latinos will account for approximately—74%—of the 10.5 million workers added to the labor force from 2010 to 2020

Leading into the future. To be an effective leader in this diverse and fast changing climate leaders must value diversity, understand cultural perspectives and know how to successfully integrate individuals into the mainstream of their organizations. Leaders who don't embrace the differences, risk becoming extinct.

Develop strategies to foster a culture that welcomes diversity and ignites the talent.

Understand the important motivations and values to encourage individual contribution and growth.

Recognize your ability to influence, guide and direct others toward positive goals

Learn how to leverage talent and improve the overall success and strength of your teams and organization.

Moderator: Charmaine McDaniel, EEO Program Manager, DEA, U.S. Department of Justice

Speaker: Diana Ruiz, President & Founder, Women's Global Leadership Initiative

3:30 PM to 4:45 PM

The Ethical Leader

Albright

ECQ: Leading People

One of the most significant traits of a leader is being ethical. An ethical leader makes the right decision that positively affects customers, employees, stakeholders and the environment. This workshop will examine ethics and its significance to leaders and the business world. This workshop will cover: the basis of individual ethical behavior; the impact of ethical choices; and the importance of ethics to leaders.

Moderator: Amanda Hinton, LULAC Federal Affairs Intern, Bryant University

Speaker: Vickye Byron, SPHR, GCDF, Ray B. Consulting, LLC

Thursday, July 14, 2016

- 9:00 AM to 10:15 AM **FTI Plenary Session** Jefferson West
- Leading Change: Innovation and Modernization for the 21st Century and Beyond**
ECQ: Leading Change
- This workshop session will discuss the Census Bureau's efforts, to make sweeping changes in our systems and programs to rethink, innovate and modernize in order to contain costs, streamline our work and harness technological advances in the collection and processing of data. Our plans for the 2020 Census will be the most automated, modern and dynamic decennial census in history, helping us to provide diverse communities and businesses the data they need to make informed choices. Another area this session will address is the innovation of unlocking the potential of Census data; creating new data products and expanding existing Census products through "Big Data." These issues will be discussed with a view towards the Hispanic population.
- Moderator/s: Elimar C. Medina Figueroa, Program Manager for Management and Leadership Development, U.S. Census Bureau,
Sara A. Rosario Nieves, Scientific Advisory Committee Coordinator, U.S. Census Bureau
- Presenter/s: John H. Thompson, Director, U.S. Census Bureau
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- 9:00 AM to 5:00 PM **Youth & College Symposium- College Track** Monroe
- A Career in the Federal Government**
Pathways Programs for Students and Recent Graduates
- A focused presentation that introduces students and recent graduates to the Pathways Programs (Internships, Recent Graduates and Presidential Management Fellows (PMF). Information presented covers what each program offers to the job seeker, the basic requirements and employment potential after each program is complete.
- Moderator Dr. Jimmy Ortiz, Manager, International Postal Relations, Global Business, U.S. Postal Service
- Presenter: Brandi Bynum, Program Analyst, Office of Personnel Management
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- 9:00 AM to 5:00 PM **Leaders Mentoring Program Candidates Track** Georgetown East
- This track is exclusively for federal employees who have been selected to participate in the Leaders Mentoring Program (LMP).*
- Moderator: Alicia Rodriguez, Senior Training Coordinator, United States Department of Agriculture
- Presenter/s: Roberto Salazar, former Administrator, Food and Nutrition Service, Department of Agriculture and Senior Program Specialist, Library of Congress
- Claudia J. Postell, Esq., Deputy Associate Commissioner, Office of Civil Rights and Equal Employment Opportunity, Social Security Administration Recruitment Program Manager, FSIS, Department of Agriculture
- Anita L Hinton, Leadership Instructor, Chair MC Leadership Development Department, Central Intelligence Agency
- Joseph Mancias, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security

Poli Marmolejos, Director and Chief Administrative Judge of the Department of Energy's Office of Hearings and Appeals

Lorena McElwain, Director, Office of Minority & Women Inclusion, U.S. Commodity Futures Trading Commission

Patrick S. Malone, Ph.D., Director, Key Executive Leadership Programs, Department of Public Administration and Policy, American University

10:30 AM to 11:45 AM **Executive Leadership Secrets: How to Cultivate and Leverage Energy when Others Depend on You.** Jefferson West

ECQ: Leading Change, Leading People, Building Coalitions

In today's world of competing demands, leading other can take a toll on your body, mind and soul. Research shows that many emerging executives believe they don't have the energy to do the things they want to do. Lack of energy can intensify conflict, reduce good decision-making and cause leaders to experience unintended negative consequences. Great leaders learn how to harness and leverage good energy.

This workshop will help shed light on your own leadership construct. As a participant you will learn the seven levels of energy as identified in the Energy Leadership Index™, and how to cultivate your anabolic energy. You will also learn strategies to conquer conflict, empower staff, and "own your world" in times of crisis and challenge when people and organizations are depending on you to effectively manage, lead and engage others.

Moderator: Sadie Perez, National Hispanic Employment Program Manager, Federal Aviation Administration

Presenter/s: Jeffrey Vargas, Chief Learning Officer, Commodity Futures Trading Commission

10:30 AM to 11:45 AM **SES Workshop – Writing Your ECQs and Executive Resume (Hands On)** Georgetown West
Competencies: Knowledge Management

Prerequisite: Participants are asked to bring a hard copy of a draft of their Executive Resume and at least one ECQ. Participants may also want to review the Guide to Senior Executive Service Qualifications.

The Executive Core Qualifications (ECQs) and/or your Executive Resume are required to apply for SES positions and must be certified by the Office of Personnel Management prior to appointment to your first SES position. This workshop is interactive and designed to help participants who are interested in joining the ranks of the Senior Executive Service (SES) write their ECQs and Executive Resume.

Moderator: Monica Flint, Disability Employment Program Manager | Hispanic Employment Program Manager, External Outreach and Strategic Recruitment, USAID

Presenters: Roland Edwards, Deputy Director, HRMS, Department of Homeland Security
Michelle Monroe, Branch Chief, Executive Services, HRMS, Department of Homeland Security

10:30 AM to 11:45 AM	<p>Evaluating Your ECQs Writing and Approach</p> <p>ECQ: Leading Change focus of Example Competency: Knowledge Management</p> <p><i>This course is for GS-14-15 employees only and will require pre-class preparation.</i></p> <p>This class will cover the style approach and proper focus for successful ECQs – this is a practical, fast-paced, hands-on class: 1) Learn about proper focus for ECQs; 2) Participate in a group exercise in Leading Change; 3) Make quick, handwritten edits to your example of Leading Change that you brought to class based on what you have learned; and 4) Read your edited draft to a peer who will evaluate it using the DePuy Checklist Model.</p> <p>Pre-class preparation</p> <ol style="list-style-type: none"> 3. Read OPM ECQ Guidance at: https://www.opm.gov/policy-data-oversight/senior-executive-service/executive-core-qualifications/ 4. Prepare a 1-page, single-spaced Leading Change Example in the Challenge, Context, Action, Result (CCAR Model) – You should also bring a double spaced version to allow room for handwritten class edits. You will not be admitted to class without the example in hand! <p>Moderator: Ana Obrebski, Team Lead, Center for Programmatic Training, Social Security Administration</p> <p>Speaker: Brenda J DePuy, DePuy HR Associates Group</p>	Fairchild East
2:00 PM to 3:15 PM	<p>Inclusive Intelligence: The New Inclusive Quotient (IQ)</p> <p>Competency: Knowledge Management</p> <p>This training is built upon the concept that individual behaviors, repeated over time, form the habits that create essential building blocks of an inclusive environment. These behaviors can be learned, practiced, and developed into habits of inclusiveness and subsequently improve the inclusive intelligence of organizational employees. Attendees will better understand, harness and leverage the power of the unconscious mind, and leverage inclusive intelligence for engagement, innovation, and collaboration. In addition, attendees will increase their understanding, insight and self-awareness about one's own behavior and its impact on others, including the ways in which others interpret one's behavior.</p> <p>Moderator: Gina Edelen, Public Civil Rights Program Manager, Department of the Interior, Bureau of Land Management</p> <p>Speaker: Terry L. Allbritton, Supervisory Diversity & Inclusion Program Manager, FBI Lynn C. Hoffman and Supervisory Diversity & Inclusion Program Manager, FBI</p>	Georgetown West
2:00 PM to 3:15 PM	<p>Leadership and Influence</p> <p>ECQ: Leading People, Building Coalitions</p> <p>Leadership means different things for different people and in today's work environment we are surrounded by people with different opinions, ideas, thoughts etc. So how do you lead and influence others when there is so much diversity? They say that leaders are born, not made. While it is true that some people are born leaders, some leaders are born in the midst of adversity. In this session, we will discuss effective techniques and tools to aide you on your path of unleashing the great leader you are.</p> <p>Moderator: Dr. Hernan Garcia, Oceanographer, National Oceanic and Atmospheric Administration</p> <p>Presenter: Migdalia Murati, Senior Training Specialist, US Dept. of Housing and Urban Development</p>	Jefferson West

2:00 PM to 3:15 PM	Interviewing with Impact ECQ: Business Acumen	Lincoln East
	<p>This workshop is on why many organizations rely on behavioral interviewing techniques to predict future performance success. During the course of the workshop, the facilitator will review some do's and don'ts for interviewees and the importance of preparing for an interview. An experienced hiring official for the federal government, Ms. Rodriguez-Diaz will provide insight into what constitutes an impactful interview performance. Participants will learn what prospective employers look for during interviews and will focus on how to improve their own interview acumen. The workshop will consist of interactive role play and a question and answer period.</p>	
	<p>Moderator: Laura E. Colón-Marrero M.P.A., EEO Director, Office of Justice Programs U.S. Department of Justice</p> <p>Speaker: Ilka Rodriguez-Diaz, Deputy Chief for Talent Acquisition, Central Intelligence Agency</p>	
2:00 PM to 3:15 PM	Soft Skills: You Take Them with You to Every Job ECQ: Leading People, Results Driven Competencies: Interpersonal Skills, Integrity/Honesty, Communication	Albright
	<p>What do your soft skills say about you? Are you ready for the next job? Are you ready to lead people? This workshop will explore the soft skills, which include but are not limited to, communication, self-management, teamwork, and problem solving. We will also review the importance of soft skills to leadership and career advancement; and provide tools you can use to enhance your soft skills.</p>	
	<p>Moderator: Amanda Hinton, LULAC Federal Affairs Intern, Bryant University</p> <p>Speaker: Vickye Byron, SPHR, GCDF, Ray B. Consulting, LLC</p>	
2:00 PM to 3:15 PM	Mindsets and Mind games ECQ: Leading People	Jefferson East
	<p>How the Way We Think Influences the Way We Lead – They're in there - the operating systems of our minds that stay under wraps but make themselves known at some of the most inopportune times. This session introduces the role of mindsets in the workplace, both in the leader, and in those led. Participants discuss strategies for recognition of various mindsets and techniques to maximize communication and productivity.</p>	
	<p>Moderator: Dr. Jimmy Ortiz, Manager, International Postal Relations, Global Business, U.S. Postal Service</p> <p>Speaker: Patrick S. Malone, Ph.D., Director, Key Executive Leadership Programs, Department of Public Administration and Policy, American University</p>	
2:00 PM to 3:15 PM	Leveraging Individual Development Plan (IDP) Competency: Knowledge Management	Gunston
	<p>An IDP is a tool to assist employees in career and personal development. Its primary purpose is to help employees reach short and long-term career goals, as well as improve current job performance. Individual development planning benefits the organization by aligning employee training and development efforts with its mission, goals, and objectives. When using an IDP, supervisors develop a better understanding of their employees' professional goals, strengths, and development needs resulting in more realistic staff and development plans. Employees take</p>	

personal responsibility and accountability for their career development, acquiring or enhancing the skills they need to stay current in required skills.

Moderator: Dwayne E. Campbell, Hispanic Veterans Liaison, Center for Minority Veterans, U.S. Department of Veterans Affairs

Speaker: John E. Angevine, Executive Fellow for Veterans Affairs, Brookings Executive Education

3:30 PM to 4:45 PM

The Rested Leader: How to Build Leadership Excellence through the Power and Habit of Rest

Georgetown West

ECQ: Leading Change, Leading People.

Busy lives, all of us seem to lead them. There are more and more demands on us, they seem to increase every day. Research tells us that the average person looks at their phone more than 100 times a day; for many reasons we seek to be “connected 24/7”, and too many of us are endlessly looking for ways to create “greater efficiencies” and do more with less. We tend to be much more sleep deprived than we were just a decade ago, and our kids are watching us, and they too are resting less. If we are to reach our leadership potential, we must find ways to rest.

This workshop will explore leading theories and practices around rest. You will learn strategies and techniques to help you create and sustain a culture of leadership excellence achieved through rest. Rest is the essential ingredient to build the muscles of intellectual excellence. Shape minds, like shape tools require care and maintenance. Rested leaders increase their effectiveness and ability to connect with others because rest helps them to better connect with themselves.

Moderator: Alesia Rose, Hispanic American Outreach Program Manager, Central Intelligence Agency

Presenter/s: Jeffrey Vargas, Chief Learning Officer, Commodity Futures Trading

3:30 PM to 4:45 PM

Developing Leadership Competencies for the Aspiring Leader

Jefferson West

ECQ: Results Driven

Leaders are developed and refined through experience. As the world changes around us, what must remain constant is secure leadership. This session is designed to prepare leaders with a set of competencies to help them succeed as leaders in the Federal Sector. The session will focus on the OPM Executive Core Qualifications and core competencies with examples and scenarios leaders may face. The goal is to develop proficiency and focus on the key issues that leaders face in our constantly changing Federal environment. With the upcoming change of administration and the accompanying uncertainty facing many agencies, this workshop will help leaders with informative and tangible steps to take as well as prepare them to lead.

Moderator: Jacqueline Padrón, Program Director, Hispanic Servicing Institutions National Program, U.S. Department of Agriculture

Speaker: Cyrus Salazar, Director, Early Resolution and Conciliation Division, United States Department of Agriculture

3:30 PM to 4:45 PM

What is my next step? Goal Setting and getting things done

Jefferson East

ECQ: Results driven

Are you working more with less? This is common across the federal workforce. Goal Setting is one of the most basic and essential skills someone can develop. This session will discuss tips, goal characteristics, time management, making a to do list, and what to do when setbacks occur.

Moderator: Liz M., Foreign Service Specialist. U.S. Department of State
Presenter: Migdalia Murati, Senior Training Specialist, US Dept. of Housing and Urban Development

3:30 PM to 4:45 PM

Plain Language: It's the Law!

Fairchild East

Competency: Knowledge Management

This course provides an overview of the use of plain language and an introduction to the basic concepts and principles that forms it. The class is a mix of instruction and hands-on exercises. At the end of the class, you will know why and when you should use plain language and you will have the tools to start applying it to your communication.

What you will learn:

- How to identify and write for your audience
- How to use plain language techniques in any type of document
- How to organize your writing into a logical format
- Tips for writing easily understood sentences and paragraphs
- How to spot and avoid the use of "passive voice"
- How to write "active voice" sentences

Moderator: Norma Fuentes, Executive Administrative Assistant, Federal Bureau of Investigation
Presenter: Elimar C. Medina Figueroa, Program Manager for Management and Leadership Development, U.S. Census Bureau

3:30 PM to 4:45 PM

Leveraging Latino Talent: Effective Strategies to Recruit, Retain and Develop Talent

Albright

ECQ: Leading People

Diversity of thought is the new normal. Today's leader must meet the challenge of addressing the largest and most diverse workforce we have ever experienced in the US. Millennials represent 1/3 of the population and are the fastest growing number of new employees, Latinos millennials represent the largest number of this subset. Latinos will account for approximately—74%—of the 10.5 million workers added to the labor force from 2010 to 2020
Leading into the future. To be an effective leader in this diverse and fast changing climate leaders must value diversity, understand cultural perspectives and know how to successfully integrate individuals into the mainstream of their organizations. Leaders who don't embrace the differences, risk becoming extinct.

Develop strategies to foster a culture that welcomes diversity and ignites the talent.
Understand the important motivations and values to encourage individual contribution and growth.
Recognize your ability to influence, guide and direct others toward positive goals
Learn how to leverage talent and improve the overall success and strength of your teams and organization.

Moderator: Vilma Correia, Chief of Staff, Diversity and Inclusion Office, Central Intelligence Agency
Speaker: Diana Ruiz, President & Founder, Women's Global Leadership Initiative

Friday, July 15, 2016

- 9:00 AM to 2:00 PM **Youth & College Symposium** Lincoln West
Youth & Collegiate Track
This session is intended for High School and College students. Lunch will be provided for attendees of this session
- 9:00 AM to 11:15 AM **SES Executive Roundtable Discussion & Speed Mentoring** Monroe
*This session is open to levels GS 13-15 and registration is limited to 50 attendees. Registration will be based on a first come first serve basis. We recommend interested parties to pre-register by visiting the **FTI command center** located in the **Morgan Room**.*
- 9:00 AM to 10:15 AM **Pathways Programs for Students and Recent Graduates** Lincoln East

A focused presentation that introduces students and recent graduates to the Pathways Programs (Internships, Recent Graduates and Presidential Management Fellows (PMF)). Information presented covers what each program offers to the job seeker, the basic requirements and employment potential after each program is complete.

Moderator: DeShan Mingo King, Senior Federal Recruitment Advisor, Office of Personnel Management
Speaker: Brandi Bynum, Program Analyst, Office of Personnel Management
- 9:00 AM to 10:15 AM **Leading Change: How Understanding Change Style Preferences Can Help You Lead Change More Effectively** Fairchild East
ECQ: Leading Change, Leading People
Competencies: External Awareness, Flexibility, Strategic Thinking, Conflict Management, Influencing, Partnering

Change is a constant in the workplace and in our daily life. Leading Change effectively is an executive core qualification that you must process if you aspire to be a leader in the federal government. What is your Change Style? In this interactive workshop you will be able identify your style by using the Change Style Indicator (CSI), a self-assessment instrument (published by Discovery Learning, Inc.) that gives you insight into your preferred change style. The more you know about your style and the style of others, the more effective you will be in managing change.

Moderator: Ray Wilson, Affirmative Employment Plan/Special Emphasis Program Manager, Bureau of Land Management
Presenter: Anita Hinton, Leadership Instructor, Chair MC Leadership Development Department, Central Intelligence Agency
- 9:00 AM to 10:15 AM **Developing Leadership Competencies for the Aspiring Leader** Gunston
ECQ: Results Driven

Leaders are developed and refined through experience. As the world changes around us, what must remain constant is secure leadership. This session is designed to prepare leaders with a set of

competencies to help them succeed as leaders in the Federal Sector. The session will focus on the OPM Executive Core Qualifications and core competencies with examples and scenarios leaders may face. The goal is to develop proficiency and focus on the key issues that leaders face in our constantly changing Federal environment. With the upcoming change of administration and the accompanying uncertainty facing many agencies, this workshop will help leaders with informative and tangible steps to take as well as prepare them to lead.

Moderator: Claudina Castro, IT Specialist, National Weather Service, National Oceanic and Atmospheric Administration

Speaker: Cyrus Salazar, Director, Early Resolution and Conciliation Division, United States Department of Agriculture

10:30 AM to 11:45 AM **SES Executive Roundtable Discussion & Speed Mentoring** (continued) Monroe

10:30 AM to 11:45 AM Executive Leadership Secrets: How to Cultivate and Leverage Energy when Others Depend on You. Georgetown East

ECQ: Leading Change, Leading People, Building Coalitions

In today's world of competing demands, leading others can take a toll on your body, mind and soul. Research shows that many emerging executives believe they don't have the energy to do the things they want to do. Lack of energy can intensify conflict, reduce good decision-making and cause leaders to experience unintended negative consequences. Great leaders learn how to harness and leverage good energy.

This workshop will help shed light on your own leadership construct. As a participant you will learn the seven levels of energy as identified in the Energy Leadership Index™, and how to cultivate your anabolic energy. You will also learn strategies to conquer conflict, empower staff, and "own your world" in times of crisis and challenge when people and organizations are depending on you to effectively manage, lead and engage others.

Moderator: Ana Obrebski, Team Lead, Center for Programmatic Training, Social Security Administration

Presenter/s: Jeffrey Vargas, Chief Learning Officer, Commodity Futures Trading Commission
Elizabeth Bucknor, Education Program Manager, George Washington University

10:30 AM to 11:45 AM **Writing Your Federal Resume** Georgetown West
Competency: Knowledge Management

The presentation highlights a 3-part process to assist applicants in writing their Federal resume. Attendees will be shown a real JOA and walked through reviewing the JOA to determine qualifications, identifying the important requirements and then tailoring their resumes with that JOA. Lastly, it will provide a quick overview of the resume builder on USAJOBS.

Moderator: Brandi Bynum, Program Analyst, Office of Personnel Management

Speaker: DeShan Mingo King, Senior Federal Recruitment Advisor, Office of Personnel Management

10:30 AM to 11:45 AM **Outclass the Competition: Business Etiquette, Networking and being Politically Savvy** Gunston
ECQ: Building Coalitions

Competencies: Political Savvy, Influence, Relationship Building

This participative seminar will help up incoming leaders how to distinguish themselves from the competition, how to make an entrance and work the room, handshaking - the ultimate greeting, introducing themselves, eye signals, and how to improve their mingling skills proficiency and much more. The seminar aims to utilize and uncover the link between the "savvy" principles and the development of ethical and effective leadership practices through interactive dialogue to address the relationships between leadership and organization politics.

Moderator: Daniel Melendez, Meteorologist, NOAA, Department of Commerce

Presenter: Dr. Jimmy Ortiz, Manager, International Postal Relations, Global Business,
U.S. Postal Service

12:00 PM to 2:00 PM

Youth & Collegiate Symposium Luncheon

Jefferson