



NEWS RELEASE
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COE HOSTS INAUGURAL HUMAN CAPITAL MANAGEMENT REPORT FORUM



Panelist, Marty Emory, Smithsonian Institution, shares HCMR strategies with forum participants.

Rockville, Md. (October 16, 2009) – COE hosted its inaugural Human Capital Management Report (HCMR) Forum on September 30, 2009. In December each year, all Federal agencies are required under 5 CFR Part 250 to submit an annual HCMR to the U.S. Office of Personnel Management (OPM). The HCMR helps both OPM and the reporting agency assess how well the agency’s human capital programs and operations contribute to organizational performance and mission accomplishment. The format of the report is partially

prescribed by OPM; however, the report reflects each agency’s human capital goals, actions, and results. Historically, compiling this report can be perceived as onerous by some agencies while other agencies excel at preparing their annual report.

With the HCMR submission deadline nearing, COE organized a forum for Federal personnel to join their colleagues from various agencies in sharing strategies and processes that aid in the development of the HCMR. The forum showcased a panel of Human Capital Accountability Officers from Smithsonian Institution and the Department of Defense who have developed HCMR’s that have been recognized by OPM as the standard. Participants discussed their experiences with the report; identified helpful information, resources, and materials for developing the report; and explored the possibility of establishing an HCMR clearinghouse for useful information. “Thanks so much for an informative time. It was very beneficial to interface with my colleagues [from various agencies] responsible for the HCMR. Please continue to host these”, says a participant of the event.



Results of a post forum evaluation indicate COE's inaugural HCMR forum was a success and Federal agencies are interested in future forums on the topic. Stay tuned as COE takes the lead in providing an arena for collaboration across agencies to meet Federal requirements.

For twenty-five years, COE has been helping clients improve their organizational performance through management and technology consulting in organizational effectiveness, human capital strategy and enterprise system development. Headquartered in the Washington, DC area, these services are provided through our Consulting Services and Technology Solutions Groups. For more information on COE, visit www.center4oe.com.