



# Program/Agenda

DEPARTMENT OF DEFENSE



WORLDWIDE HUMAN RESOURCES TRAINING EVENT

***From Concept to Reality:  
Advancing Human  
Capital Management***

*September 15-16, 2020*



## DAY 1: Tuesday, September 15, 2020

- 0940 Sign-in Begins; Event Opens  
 0955 Administrative Comments  
 1000-1020 **Welcome and Opening Comments**  
*Ms. Anita Blair, DASD(CPP)*  
*Mr. William H. Booth, DHRA Director*  
 1020-1100 **Presentation: “Future of DoD Human Resources”**  
*Ms. Michelle LoweSolis, DCPAS Director*  
 1100-1130 **Presentation: “Diversity and Inclusion Update”**  
*Mr. Cyrus Salazar, ODEI Director*  
 1130-1140 **BREAK/INTERMISSION**  
 1140-1230 **Presentation: “Improvements in Hiring”**  
*Ms. Carlene Wilson*  
 1230-1300 **Presentation: “Workforce Analytics”**  
*Mr. Darby Wiler & Mr. Gary Kistner*  
 1300-1330 **Presentation: “DoD Civilian Employer Branding”**  
*Ms. Desiree Seifert*  
 1330-1345 **Closing Remarks for WWHRTE Day 1**

## DAY 2: Wednesday, September 16, 2020

- 0940 Sign-in Begins; Event Opens  
 0955 Administrative Comments  
 1000-1010 **Welcome and Opening Comments**  
*Mr. Daniel Hester, DCPAS Deputy Director*  
 1010-1100 **Presentation: “Transforming HR with DCHRMS  
 (Defense Civilian Human Resources Management System)”**  
*Mr. Dexter Burnam & Ms. Brenda Nicholson*  
 1100-1130 **Presentation: “Defense Civilian Human Resources  
 Management System--Performance Management”**  
*Ms. Amber Goodman*  
 1130-1140 **BREAK/INTERMISSION**  
 1140-1230 **Presentation: “Human Resources Functional Community”**  
*Ms. Amy Rogers*  
 1230-1300 **Presentation: “DoD’s Human Resources Response to COVID-19”**  
*Mr. Allen Brooks*  
 1300-1315 **Closing Remarks for the 2020 Virtual WWHRTE**  
*Ms. Michelle LoweSolis, DCPAS Director*



## Ms. Anita Blair

Ms. Blair is the Deputy Assistant Secretary of Defense for Civilian Personnel Policy. Her responsibilities include development and oversight of civilian personnel plans, policies and programs that affect over 950,000 defense employees worldwide. Ms. Blair's portfolio spans the full spectrum of the Human Capital Lifecycle, to include systems evaluation and improvement, performance management, strategic workforce and succession planning, leader development, and talent acquisition, development and sustainment. Specific programs within her area include Senior Executive management, human resources functional community management, and policy for deployed civilians.



## Mr. William H. Booth

Mr. Booth, a member of the Senior Executive Service, is the Director, Defense Human Resources Activity (DHRA), in the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD (P&R)). In this capacity, he has direct oversight for all operational activities across the Field Activity's fourteen organizations, to include enterprise-wide planning, programming, resource analysis, operational policy, and operational execution.



## Mr. Daniel Hester

Mr. Daniel Hester, a member of the Senior Executive Service, is the Deputy Director, Defense Civilian Personnel Advisory Service, Defense Human Resources Activity, Office of the Under Secretary of Defense for Personnel and Readiness. In this capacity, Mr. Hester is responsible for providing policy development, program management guidance, and advisory support for Human Resources operational functions and strategic programs for a workforce of more than 950,000 Department of Defense employees worldwide. Mr. Hester's portfolio spans the full spectrum of Human Capital Management, to include workforce planning, talent acquisition and management, development and sustainment, performance management, labor and employee relations, and leader development.



## Ms. Michelle LoweSolis

Ms. Michelle LoweSolis, a member of the Senior Executive Service, is the Director, Defense Civilian Personnel Advisory Service (DCPAS), Defense Human Resources Activity, Office of the Under Secretary of Defense for Personnel and Readiness. Her responsibilities include the development and oversight of civilian human resource plans, policies, and programs for more than 950,000 Department of Defense employees worldwide. Ms. LoweSolis's portfolio spans the full spectrum of Human Capital Management, to include workforce planning, talent acquisition and management, development and sustainment, performance management, labor and employee relations, and leader development.



## Mr. Cyrus Salazar

Mr. Cyrus Salazar is the Department's Chief Diversity Officer and serves as the Director of the Office for Diversity, Equity, and Inclusion (ODEI). In this capacity, Mr. Salazar is responsible for overseeing the development and promulgation of policy and procedural guidance for the Department's Military Equal Opportunity (MEO), Equal Employment Opportunity (EEO), Diversity and Inclusion, Civil Rights, and Disability EEO programs. As ODEI Director, Mr. Salazar serves as the principal staff advisor to the Executive Director, Force Resiliency, on matters pertaining to oversight responsibility for the direction and enforcement of all DoD EEO and MEO policies affecting civilian and military personnel worldwide. In his current role, Mr. Salazar provides strategic guidance to DoD leadership; spearheads key DoD initiatives; and directs efforts to evaluate, enhance, and advance DoD policies and programs pursuant to the ODEI mission.



## Ms. Veronica Hinton

Ms. Veronica Hinton is the Principal Director for Civilian Personnel Policy and provides development and oversight of civilian personnel plans, policies and programs that affect over 950,000 defense employees worldwide. Her portfolio spans the full spectrum of the Human Capital Lifecycle, to include systems evaluation and improvement, performance management, strategic workforce and succession planning, leader development, and talent acquisition, development and sustainment.



## Mr. Allen Brooks

Mr. Brooks serves as the Technical Director, Defense Civilian Personnel Advisory Service (DCPAS), Defense Human Resources Activity, Office of the Under Secretary of Defense for Personnel and Readiness. In this capacity, Mr. Brooks is responsible for leading a multidisciplinary staff in developing, implementing, maintaining, and assuring the efficient and effective operation of civilian human resources policies, guidance, programs, legislative initiatives, and Executive Orders for a workforce of more than 950,000 Department of Defense civilian employees worldwide



## Mr. Dexter Burnam

Mr. Burnam is the Director of Enterprise Solutions and Integration, Defense Civilian Personnel Advisory Service, Defense Human Resources Activity. He serves as the functional portfolio manager and system integrator for the Department of Defense's Civilian Human Resources Management (CHRM) IT systems. Mr. Burnam also provides enterprise strategic solutions that support approximately 950,000 civilian personnel through business process re-engineering, process improvement, and system integration.



## Ms. Amber Goodman

Ms. Goodman's 25-year career includes experience in both the military and civil service Human Resource fields. Currently working at Defense Civilian Personnel Advisory Service, she develops policy and provides advisory services for the Department of Defense (DoD) Performance Management (PM) programs and migrating the Defense Civilian Personnel Data System (DCPDS) PM information technology (IT) systems to the Defense Civilian Human Resources Management System (DCHRMS).



## Mr. Gary Kistner

Mr. Kistner is the Special Pay Systems Chief, Benefits, Wage, and NAF Policy Directorate, Defense Civilian Personnel Advisory Service, Defense Human Resources Activity. In this role, he manages a team of compensation analysts, whom together, lead DoD in managing the Department's special salary rate programs. His team also provides advisory services and oversight for many of the special pay plans and foreign national pay systems, from around the world.



## Ms. Amy Rogers

Ms. Rogers is the DoD's Chief Learning Officer (CLO) for the Civilian workforce of more than 950,000 employees. As such, she is the senior advisor to the Department's leadership on strategic civilian learning initiative and talent development. As CLO, Ms. Rogers drives the enterprise strategy for training, education, and professional development of the civilian workforce, provides solutions that impact the workforce and are supportive of DoD and the Office of Personnel Management (OPM) goals and objectives. She chairs the Defense Chief Learning Officer council and represents DoD on several interagency advisory councils



## Ms. Désirée Seifert

Ms. Seifert is the Associate Director for Employment Integration and Strategic Recruitment. She is a transformative leader whose extensive Federal HR experience demonstrates her commitment to designing agile, high-performing organizations, optimizing operations, pursuing meaningful metrics, enhancing employee capability and strengthening the business alignment of the HR function. Ms. Seifert's approach to solving human capital challenges is to holistically apply her diverse background in staffing, classification, compensation, HR information technology and management, data analytics and human capital strategy towards asking questions that lead to essential insights and purposeful actions.



## Ms. Sherri Ward

Ms. Ward is the Director of External Affairs in the Office of the Deputy Assistant Secretary of Defense for Civilian Personnel Policy. She manages a portfolio of civilian human resource legislative, congressional, and public affairs matters, serving as subject matter expert and advisor on the development and advancement of legislative proposals, congressional reports and correspondence, congressional hearing testimony, and public affairs communications. She develops comprehensive strategies and plans in areas of responsibility in support of Department mission strategies and goals.



## Mr. Darby Wiler

Mr. Wiler is currently serving as the Director, Planning and Accountability Directorate, Defense Civilian Personnel Advisory Service, Defense Human Resources Activity. In this role, he oversees workforce planning and management advisory and support services, workforce data production and analytics, competency development and management, and the human resources Accountability program. This Directorate supports DoD's Functional Communities and customers across the DoD Enterprise.



## Ms. Carlene Wilson

Ms. Wilson is a Program Manager in the Employment and Compensation Policy Directorate at Defense Civilian Personnel Advisory Service, Defense Human Resources Activity. Ms. Wilson's portfolio includes responsibility for policies, guidance, programs, initiatives, and legislation related to Veterans employment and hiring improvement/time to hire. Currently, Ms. Wilson also serves as Acting Associate Director, Employment and Compensation Policy Line of Effort..

