

Strategic Workforce Planning That Works!

Attrition, primarily in the form of emerging “Baby Boomer” retirements is driving more organizations toward Strategic Workforce Planning (SWP). High-performance organizations integrate workforce planning initiatives into their strategic planning processes to proactively identify and address knowledge gaps and skill shortages associated with multi-generational transitions. SWP is a methodical process that provides an organization with a framework for making staffing decisions based on its mission, strategic plan, budgetary resources, technologies and Human Resources (HR) needs. The fate of an organization’s future success, rests upon how well it creates a competitive advantage, identifies gaps in internal talent/capabilities, aligns human capital with business direction and meets the challenges of a rapidly changing economy. SWP is the essential link between business needs and HR strategy, driving the decisions that must be made today to create the competitive advantage leaders desire in the future.

You should attend this panel discussion if...

- You are interested in learning the top challenges facing organizations in the 21st Century
- You are searching for innovative solutions to identify potential gaps and develop knowledge transfer plans
- You are seeking knowledge on best practices and/or critical success factors for implementing a strategic plan
- You are wanting to create agile approaches for broadening succession planning efforts
- You are pleading for more people in an era of highly constrained resources
- You are proactively planning for contingencies that could prevent the organization from attaining its long-term goals

Tuesday, July 21 ♦ 1:00 p.m. – 3:00 p.m. ♦ Learning and Development Center ♦ Auditorium



Dale Rudick, P.E.
Director,
Public Works
and
Engineering

Dale Rudick was appointed as the Director of Public Works & Engineering (PWE) for the City of Houston on August 20, 2014. Mr. Rudick was hired by Mayor Parker in September 2011 as the Rebuild Houston Executive and served as Deputy Director of PWE. Mr. Rudick has an extensive background in municipal government where he worked for the City of Sugar Land for more than 18 years as City Engineer. During his tenure in Engineering, nearly half of a billion dollars in transportation and drainage projects were constructed. Mr. Rudick came to Houston in 1987 and is a proud University of Houston graduate where he received a degree in Civil Engineering. He also has a degree in Business Administration from the University of Louisiana at Lafayette. He resides in Houston and is a licensed professional engineer in the State of Texas.



Robert D. Thomas
Deputy Asst.
Director,
Strategic
Benefits
Admin. and
HRIS, Human
Resources

Robert Thomas serves as Deputy Assistant Director for Strategic Benefits Administration, Operations & Human Resources Information Systems (HRIS) at the City of Houston. He brings a wealth of knowledge from the private sector having served at the executive level for Residence at the Houston Technology Center, as a Mentor/Advisor to SURGE Accelerator companies. He has also served as an Advisory Board Member to the Dean of University of Houston’s College of Technology and the University of Texas’ School of Health Sciences. Mr. Thomas started his career following service to our nation as a non-commissioned officer of the U.S. Marine Corps. He earned an MBA from University of Phoenix and completed Executive Development Programs at Harvard Business School and the HAAS Business School at University of California Berkeley.



Margaret Wallace Brown
Deputy
Director,
Planning and
Development

Margaret Wallace Brown serves as Deputy Director for the City of Houston’s Planning & Development Department. She is charged with guiding policy and implementing programs that strengthen and enhance the Houston community. Her responsibilities include: annexation policy; neighborhood and historic preservation regulations and community training programs. During her 28 year tenure at the City of Houston, she has participated in a diverse array of projects that have had a profound effect on Houston, including managing the City’s U.S. Census Complete Count effort and leading the City’s landmark redistricting process. Mrs. Wallace-Brown has overseen numerous expansions and annexations through utilizing Strategic Partnership Agreements. She is currently on the Board of Neighborhoods. Margaret has a Bachelor of Science degree in Architecture from the University of Houston.



Noel A. Pinnock
Division
Manager,
My Brother’s
Keeper,
Health and
Human
Services

Noel A. Pinnock serves as Division Manager for the My Brother’s Keeper Houston Movement for the City of Houston. As a national Certified Public Manager (CPM), he has been responsible for overseeing many large-scale municipal and company transformations and is known for his creative and energetic leadership in strategic redirection, motivational speaking, organizational and workforce development and market repositioning/rebranding. Mr. Pinnock has a Bachelor of Science degree with a double major in Biology and Chemistry. He also has a Master of Public Administration with concentrations in Urban Development, City Planning and Business Management from Texas Southern University (TSU). He currently serves on several boards and committees and is an adjunct graduate professor at Springfield College as well as an active member of the National Forum for Black Public Administrators.