

The Learning and Development Center Hosted its 2nd Ask the Expert Panel Series Discussion on Strategic Workforce Planning  
*Ask the Expert Panel Series is a unique organizational development (OD) intervention to address concerns presented by middle and senior-level managers from the 2014-2015 Leadership Institute Program (LIP)*

**FOR IMMEDIATE RELEASE**



**Houston, TX—June 29, 2015**—The Learning and Development Center's Organization Development (OD) and Auxiliary Service team hosted its second session of the seven part Ask the Expert Panel Series entitled, "Strategic Workforce Planning." The panel featured Dale Rudick, P.E. Director of Public Works and Engineering, Marcia Wilson, Deputy Assistant Director of Planning and Development, Robert D. Thomas, Deputy Assistant Director, Strategic Benefit Administration and Operations of Human Resources, and Noel A. Pinnock, Division Manager, My Brother's Keeper, Health and Human Services.

The panel discussion, which was complimentary and open to all City of Houston employees, took place Tuesday June 21, at 1:00 p.m. at the Learning and Development Center (4501 Leeland Street, Houston, TX).

All panelists shared their experience and expertise on a range of topics including succession planning, human capital, talent management strategies, cultural climate, data-driven decisions and mitigating risks, buy-in and more. Robert Thomas shared with the audience the Human Resources Department's strategic plan approach. "In Human Resources (HR), we're helping drive the closing of the gap in those in the post-secondary arena with the summer jobs program. We need programs to drive the knowledge gap, areas of domain expertise where we can create that revolution within our sections, sell our ideas and watch them blossom," said Thomas.

Taking the floor, Dale Rudick noted the importance of this discussion, particularly serving a multi-generational workforce, and harnessing employee talents. "Incoming generations should be viewed as a welcomed change and not as a threat. There is a wide array of talents in Public Works and Engineering that is very representative of our society as a whole. We need to ensure that we are hiring, retaining, and developing the right talent to fill future positions within the City of Houston," said Mr. Rudick.

Noel Pinnock, offered solutions to finding and developing our next cadre of leaders. "It's kind of like the bell curve in that you have some people within the organization that are there to exist. Then there are those who are there to coexist, but you have very few who live to leave a legacy. You want those who are in a position to leave a legacy," said Mr. Pinnock.

Ms. Wilson, highlighted a number of factors that should be considered as a part of the strategic planning process, addressing: succession planning, enablement and training sessions on budget projection. "You need to know how to do more with less, find out what drives employees to do their best work and positively reinforce and support them along the way." said Ms. Wilson.

"In the HR community, the benefits and administration team has begun to capture the knowledge of our members and create databases that will be driven by sound innovative new systems that will measure how well we capture job knowledge. Systems are extremely important. I like to refer to them as platforms. There are many touches between all of us during the course of the day, week, month, quarter and year at the City of Houston. If we capture those interactions, we can then theme those interactions and utilize them to define our strategic approach," said Thomas.

The closing remarks were delivered by Omar C. Reid, Director of the Human Resources Department, who encouraged attendees to participate in the Ask the Expert series and take advantage of the opportunity to have their concerns addressed by a panel of subject matter experts.

**About the Learning and Development Center**

The Learning and Development Center (LDC) is a strategic development and employee performance improvement organization that offers comprehensive training solutions that significantly affect performance and institutional outcomes. The LDC's consultancy is comprised of an experienced team of professionals with the knowledge and capabilities to design and implement strategies that help our clients' achieve their goals. The LDC's primary focus is to provide transformational learning programs that enhance the skills, job competencies, and improve performance and overall satisfaction for the City of Houston's workforce.

For more information, please visit the LDC website at <http://www.houstontx.gov/ldc/>

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