

# Federal Leadership and Professional Development Seminar Series



## Upcoming Workshop:

### Organizational Culture and Excellence – Strategies for Building Healthy Culture, & How Healthy Culture Promotes Excellence

October 22, 2020  
9:00am-2:30pm ET

Registration Link (Registration is required): <https://cma.ahrq.gov/october2020webinar>

Location: Virtual Zoom for Government Meeting (provided upon registration approval)

#### Intended Audience:

Any Federal employees with an interest in deepening their knowledge of strategies for building and maintaining a healthy organizational culture to enable effective mission delivery.  
All GS levels are welcome, but the target audience is GS-13 level and above.




#### What Participants Will Learn:



- The role that organizational culture plays in promoting organizational excellence;
- The elements that contribute to healthy organizational culture; and
- Strategies for building and maintaining healthy organizational culture.

#### Workshop Output:

A Toolkit will be developed from lessons learned from the panelists and audience discussion with actions for enhancing organizational culture at any role

#### Agenda (Times are in EST)

Time	Session	Speakers
0900-0910	I. Welcome and Introduction	<p><b>Kim Wittenberg</b>, Health Scientist Administrator, AHRQ, HHS</p>  <p>Ms. Wittenberg manages systematic review contracts and chairs the Impact, Performance, and Quality Workgroup for the Evidence-based Practice Center Program, and coordinates interagency agreements for the Center for Evidence and Practice Improvement. Ms. Wittenberg also founded and leads the Federal Leadership and Professional Development Seminar Series to share lessons learned and foster cross-agency connections, collaborations, and sharing.</p>
0910-1030	II. What is Organizational Culture, and Why is it Important for Organizational Success?	<p><b>Plenary Speaker and Moderator:</b></p> <p><b>Dustin Brown</b>, Deputy Assistant Director for Management, OMB</p>  <p>Dustin Brown is a member of the Senior Executive Service and is the career lead for the Federal government’s efforts to improve the mission, service, and stewardship of government through the President’s Management Agenda. He helps lead the OMB’s Office of Performance and Personnel Management which is responsible for leading several government-wide initiatives that require coordination across multiple agencies; improving the Federal government’s mission performance outcomes; and developing Federal workforce policies.</p> <p><b>Panelists:</b></p> <p><b>Rizwan “Riz” Shah</b>, Organizational Culture Advisor, DOE</p>  <p>Mr. Shah provides direct consultation and assistance on the assessment, management, development, and improvement of Organizational Culture, Human Resource training and development, Human Performance Improvement, and High-Reliability Organizations. Mr. Shah also serves as the Department’s staff level liaison with other government, international, and professional organizations.</p>

Time	Session	Speakers
		<p><b>Elizabeth Kolmstetter</b>, Director for Talent Strategy &amp; Engagement, Office of the CHCO, NASA</p>  <p>Dr. Kolmstetter, is an Industrial and Organizational Psychologist &amp; senior executive with broad responsibilities for talent strategies and programs including employee engagement, workforce planning and development, people analytics, culture transformation, and studies of the future of work. With over 25 years of public service, she has pioneered numerous innovative talent programs across agencies.</p>
1030-1045	Break	
1045-1215	<p><b>III. Strategies for Improving Organizational Culture</b></p>	<p><b>Moderator and Panelist:</b></p> <p><b>Noha Gaber</b>, Chief Strategy Officer, Economic Development Administration</p>  <p>Dr. Gaber is the Chief Strategy Officer at the Economic Development Administration (EDA), where she focuses on strategy formulation and execution and facilitating enterprise-wide operational improvements. She is an environmental engineer turned community builder and organizational effectiveness/ development strategist. She has over 15 years of experience in government at EPA, NOAA, AOC and EDA.</p> <p><b>Additional Panelists:</b></p> <p><b>Robert J. Huttenlocker</b>, Assistant Inspector General for Management, OIG, USDA</p>  <p>Robert Huttenlocker serves as the Assistant Inspector General for Management at the United States Department of Agriculture's (USDA) Office of Inspector General (OIG). His USDA career spans almost 30 years, during which time he has held numerous leadership positions in three program agencies and OIG and has been a member of the Senior Executive Service since November 2006. Mr. Huttenlocker holds degrees of Bachelor of Science in Finance and Masters of Business Administration from George Mason U.</p> <p><b>Joellen Jarrett</b>, Chief Learning Officer, SBA</p>  <p>Joellen Jarrett serves as the first Chief Learning Officer (CLO) and Chief of Organizational Effectiveness for the US Small Business Administration (SBA), where she provides direction and leadership for the Agency's Talent Development, Organizational Development, and Performance Management activities. Ms. Jarrett has over 25+ years of experience in talent and organization development, strategic planning, competency development, assessments, program management, performance management, change management, supervisory training, and leadership development.</p> <p><b>Dylan Mroszczyk-McDonald</b>, Management &amp; Program Analyst, Office of Relevancy, Diversity, and Inclusion, DOI, NPS</p>  <p>Dylan Mroszczyk-McDonald began his federal career as a park ranger and currently works in the National Park Service Office of Relevancy, Diversity, and Inclusion. He is a summa cum laude graduate of Vermont Law School's top-ranked program in law and policy, holds a specialization in Design Thinking from the University of Virginia Darden School and is a current master's candidate in Human Relations &amp; Positive Organization Development. He serves as a guest lecturer at MIT Sloan School and UC Denver School of Public Affairs.</p>
1215-1245	Break	
1245-1430	<p><b>IV. Working Session: Developing Actionable Strategies for Enhancing Organizational Culture at All Levels</b></p>	<p><b>Speaker and Moderator:</b></p> <p><b>Rob Seidner</b>, Federal Human Capital Policy Performance Manager, OMB</p>  <p>Rob Seidner is the Federal Human Capital Policy Performance Manager for the U.S., Office of Management and Budget (OMB), a position he has served in since 2014. His portfolio includes developing Government-wide policies and advising OMB leadership on crosscutting human capital strategies. This includes staffing, employee performance, diversity/inclusion, labor relations, recruitment, shared services, HR effectiveness, civil service reform, assessments, and agency-specific human capital topics and legislation, as well as the U.S. contact for international organizations like the World Bank working on global civil service topics. He has served in Government since 2003.</p> <p><b>Part I. Government-wide, Policy Level: (Bios above)</b></p> <p><b>Speaker: Dustin Brown, Deputy Assistant Director for Management, OMB</b></p> <p><b>Part II. Individual Level: 3 Role-based Breakout Groups to develop role-specific, actionable take-aways: (Note: All attendees and panelists are welcome to participate.)</b></p> <p><b>Breakout Group 1: Actions for Supervisors of Supervisors (Moderator: Rob Seidner, OMB)</b></p> <p><b>Breakout Group 2: Actions for Supervisors of Non-Supervisors (e.g. Frontline Supervisors) (Moderator: Noha Gaber, EDA)</b></p> <p><b>Breakout Group 3: Actions for Non-Supervisors (Moderators: Kim Wittenberg, HHS and Dylan Mroszczyk-McDonald, NPS)</b></p>