



Human Capital Management: What Really Works in Government

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Human Capital Management: What Really Works in Government Federal Management Partners Inc. Many federal agencies have made huge strides to develop, fully utilize, and enhance the effectiveness of their most valuable resource: their workforce. This book captures those successes and relates the stories behind them. Innovative recruitment and retention strategies, dynamic employee onboarding programs, leading-edge HR technology—these are some of the stories that offer valuable lessons for anyone dealing with human resources issues in government, business, or any other organizational environment. The authors highlight not only the successful outcomes of various agency programs, but also consider the bumps and hurdles encountered and overcome along the way. Rather than a theoretical presentation of what might, or should, work, *Human Capital Management: What Really Works in Government* provides thought-provoking and practical examples detailing what federal agencies are doing that is working.

Contents: Developing New Leaders • A Model for Workforce Planning • Meeting a Major Staffing Challenge • Strategically Integrating New Employees • Innovative Recruitment and Retention • Telework: Rethinking the Process of Work • Building a Knowledge Management Infrastructure • Career Paths That Work • An HR System That Helped Make an Agency • Contribution-Based Compensation • Transforming HR Service Delivery • HR Technology's Gold Standard • HR Customer and Strategic Services • What It All Means

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