



PARTNERSHIP FOR PUBLIC SERVICE

EMERGING HR LEADERS FORUM

WHAT IS THE EMERGING HR LEADERS FORUM?

The Emerging HR Leaders Forum is an active community of high potential HR employees in the early stages of their careers. The focus of the forum is professional development and peer sharing. Program participation is for 12 months. The program is paid for either through individual enrollment on HR University or by agency membership in the *Federal Human Capital Collaborative*.

BENEFITS TO PARTICIPANTS

Member Benefits

- Network and share knowledge within a cohort of 25-30 other top HR performers from other agencies.
- Identify challenges to be addressed by subject matter experts and through peer presentations.
- Engage with subject matter experts from the public, private, and non-profit sectors on cohort-selected topics.
- Develop the management, leadership, and presentation skills needed to excel in the HR profession.
- Participate in Partnership programs such as seminars, workshops, and research report release events.
- Upon completing the program, become a member of the Emerging HR Leaders Alumni Network, a growing self-managed professional organization composed of previously graduated cohorts.

Agency Benefits

- Gain access to resources and information from agencies across the federal government.
- Learn, via presentations and toolkits, about best practices that other agencies are using to solve challenges currently facing federal HR professionals.

FORUM METHODOLOGY

Initial Meetings: Building Trust and Identifying Interests

- Mission statement: Members create a mission statement that aligns individual expectations with the group focus.
- Confidentiality statement: The members develop a confidentiality statement that encourages open sharing of information and collaboration.
- Topic areas of interest: The members generate a list of topics that they are interested in pursuing over the course of the coming year.

Regular Monthly Meeting Format

- All meetings are 2 hours long.
- The focus of each monthly meeting is on a specific topic of interest generated by the members during the initial meeting.

- Members present on the selected topic for 15-20 minutes. These peer presentations are followed by small group discussions.
- For the second hour of the meeting, subject matter experts present about their experience with the selected topic and then lead the group in a facilitated Q&A and discussion.

Team Learning

- Members also have the option to participate in a results project.
- Results project members take a deeper look into a specific topic of interest to the federal HR community. These teams are generally comprised of 6 to 8 people.
- Teams will produce interagency white-papers or tool kits that they will then share with the group and with participating agencies.
- The Partnership provides support with content design, coaching on strategy, and project management.

THE PARTNERSHIP'S ROLE

The Partnership will provide logistical support for the cohort, which includes a full time program coordinator, meeting space, advice, meeting facilitation and other assistance. The compilation and distribution of printed materials, such as the list of topic areas and meeting agendas, will also be handled by Partnership staff.

CURRENT PARTICIPANTS

The Emerging HR Leaders Forum currently has one active cohort and one alumni cohort with a total of 76 members from 18 different Federal agencies. Below is the list of current agency participants:

- Court Services and Offender Supervision Agency
- Department of Education
- Department of Energy
- Department of Health and Human Services
- Department of Homeland Security
- Department of Labor
- Department of the Treasury
- Export Import Bank
- Federal Maritime Commission
- Federal Mediation and Conciliation Service
- Federal Trade Commission
- General Services Administration
- Institute of Peace
- National Capital Planning Commission
- National Mediation Board
- Nuclear Regulatory Commission
- Overseas Private Investment Corporation
- Peace Corps
- Social Security Administration