



**NEWS RELEASE
For Immediate Release**

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COE REMAINS COMMITTED TO EXCELLENCE IN FEDERAL HUMAN CAPITAL PRACTICE

Rockville, Md. (December 2, 2012) – The Center for Organizational Excellence, Inc. (COE) today announced the successful conclusion of the 2012 Human Capital Management Federal (HCMF) Training Conference. The 6th annual HCMF conference provided a forum for federal human capital practitioners to collaborate and learn practical strategies for addressing the most pressing issues facing the federal government.

From knowledge management to fostering resilience in federal employees and agencies, attendees and presenters framed key issues in terms of the critical role that human capital plays in delivering systematic solutions to agency concerns. “At the end of the day, it is the people that make an organization efficient and effective,” said Lyn McGee, COE’s vice president of strategic development. “The federal human capital community knows that and is eager to play a strategic role in delivering meaningful outcomes.”

As a trusted partner to the federal government and 3-year sponsor of HCMF, COE understands the value of the formal and informal cross-agency dialogue that takes place at these industry conferences. Conversations at HCMF 2012 reflected the strategic role that human capital plays in agency success. Every major topic discussed has a major impact on agency performance. Some of the key takeaways that session attendees observed included:

- By increasing the resiliency and level of engagement of federal employees, the human capital community can increase agency capacity despite shrinking budgets and a smaller workforce.
- Human capital professionals can help agencies avoid paralysis in the face of ambiguity and uncertainty. There are concrete actions that can be planned and executed today.

- Agencies that are proactive in maintaining a positive employee climate are outperforming their counterparts with lower climate indicators.
- Pressures are pushing the application of knowledge management principles past an emphasis on documentation to true business process capture.

“The conversations at HCMF 2012 indicate that federal agencies are moving from a transactional to strategic role in human capital management,” said Steve Goodrich, COE’s president and chief executive officer. “For over 28 years, COE has focused on unleashing the power of the federal government’s greatest asset: its people. We’re excited about making 2013 a year in which human capital delivers on the promise of a more effective and efficient federal government.”

To read more key take-aways from HCMF 2012, please read COE’s “Conversations from the 2012 HCMF Training Conference.”

About COE

For 28 years, The Center for Organizational Excellence, Inc. (COE) has been a trusted partner in helping our clients measurably improve the efficiency and effectiveness of their organizations through a broad range of management and technology consulting solutions. We work collaboratively with clients to align strategy, processes, and people to perform at their best, allowing them to deliver results and achieve mission objectives. Headquartered in the Washington DC area, we offer organizational effectiveness, performance management, strategic human capital consulting, technology consulting solutions for program management and governance, systems development and integration, as well as data warehousing and business intelligence. For more information about COE, visit www.center4oe.com.

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