



Commission Briefing on Human Capital and Equal Employment Opportunity (EEO)

**Office of the Chief Human Capital Officer
Office of Small Business and Civil Rights
April 30, 2012**

Agenda

- **Human Capital Environment**
- **Equal Employment Opportunity**

Environmental Scan

Miriam L. Cohen
Chief Human Capital Officer

Current Situation

- **External Environment**
- **NRC Environment**
- **Focus on the Future**

Staff Feedback

**Glenn Tracy, Deputy
Chief Human Capital Officer**

Staff Feedback

- **NRC Mission and Values**
- **Organizational Culture**
- **Leadership**
- **Resilience Amidst Change**

Addressing Change

**Jody Hudson, Associate Director
for Training and Development
Office of the Chief Human
Capital Officer**

Addressing Change

- **Organizational Assessments**
- **Action Planning**
- **Focused Efforts to Improve:**
 - **Interpersonal Effectiveness**
 - **Performance Management**
 - **Creativity and Innovation**

Continuous Improvement

**Andrea Valentin, Associate Director
for HR Policy and Operations
Office of the Chief Human
Capital Officer**

Continuous Improvement

- **Organizational Readiness**
- **Communications and Guiding Principles**
- **Enhanced Human Capital Management**

Equal Employment Opportunity

**Vonna Ordaz, Director
Office of Small Business and
Civil Rights**

Equal Employment Opportunity

- **Civil Rights Complaints Status**
- **Comprehensive Diversity Management Plan (CDMP) Outcomes**
- **Partnerships and Progress**

Closing