

ERDC Human Capital

Objective – People's First Choice as a
Quality Work Place

- A climate to **achieve career and personal goals**
- **Support team members and their needs to balance a technically demanding, highly innovative research career while enjoying full family and social lives**
- **Hire the best** and provide a learning environment
- **Team members** recognize their role and that their **contributions are Valued**



ERDC People Our most important asset

ERDC's Human Capital Initiative

Management Objectives



- **Align ERDC's HC Plan to our strategic vision . . . By 2012**
 - *ERDC - a benchmark of excellence*
 - *Our HC plan – to be a benchmark of excellence*
- **HC approach**
 - *Identify what's working*
 - *identify where we could improve*
 - *Design, integrate and implement enhancements to our HC strategy*
- **Outcome**
 - *A common approach across ERDC*
 - *Adaptable to the unique needs of each lab*



First Employment Choice Building a World Class Workforce

ERDC Draft SOW for HC Management Support Objectives

Objectives of HC Management Consulting Company is to:

Assess, design, and implement enhancements to the ERDC HC management approach

Key requirements of proposed Human Capital enhanced approach - *must provide*:

- **Alignment** to ERDC strategic and tactical plans
- **Flexibility** to meet the needs of all ERDC organizations
- **Responsive** to meet the needs of the entire workforce
- **Breadth** to span across the entire HC lifecycle – from recruitment, integration, value proposition, professional development, and withdrawal – (*Tom's list*)

