Forecasting and Methods

Organizational Agility

Today's discussion

1. OPM's Forecasting and Methods Group
   - Vision and Mission
   - Achieving Outcomes
   - Supporting Strategic Human Capital

2. Organizational Agility

3. Today's Activity

Forecasting and Methods
Strategic Workforce Planning
OPM

VISION STATEMENT

Our vision is to become the leading resource in the Federal government for assisting Agencies with developing Human Capital strategies to support mission accomplishment.
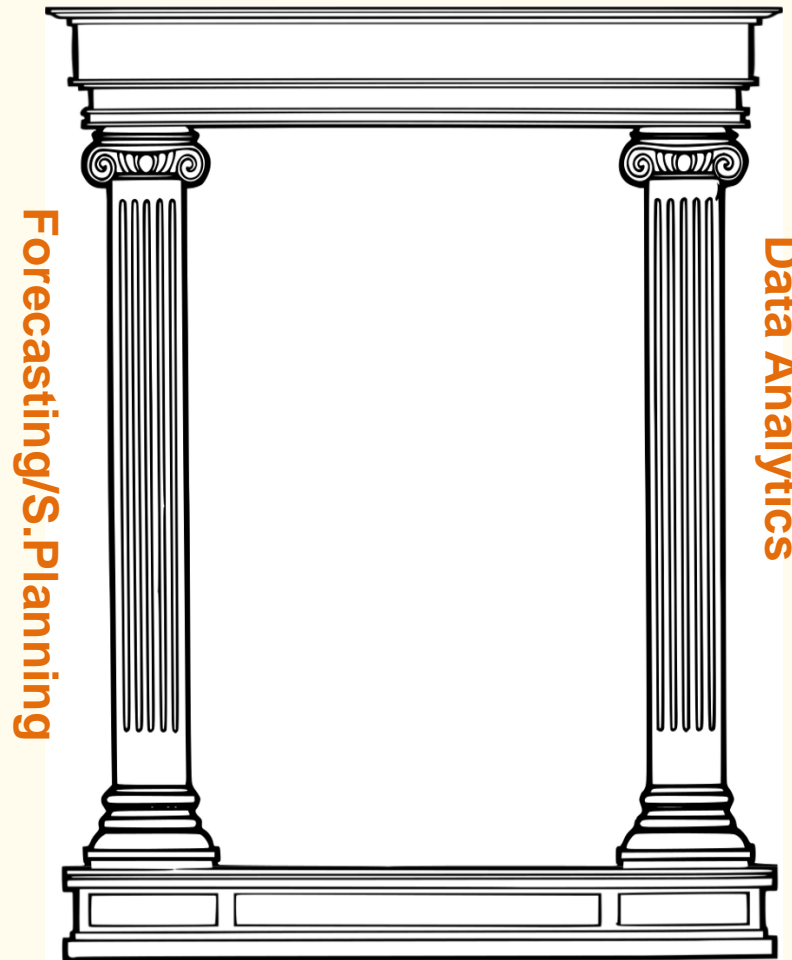
MISSION STATEMENT

Our mission is to develop and provide strategic human capital tools, innovative approaches, and forecasting methodologies to assist agencies in accomplishing their mission.

Federal Agencies

Strategic Human Capital Management

Forecasting/S.Planning

Data Analytics

Forecasting and Methods

Accelerate! The Evolution of the 21st Century Organization

Dr. John Kotter

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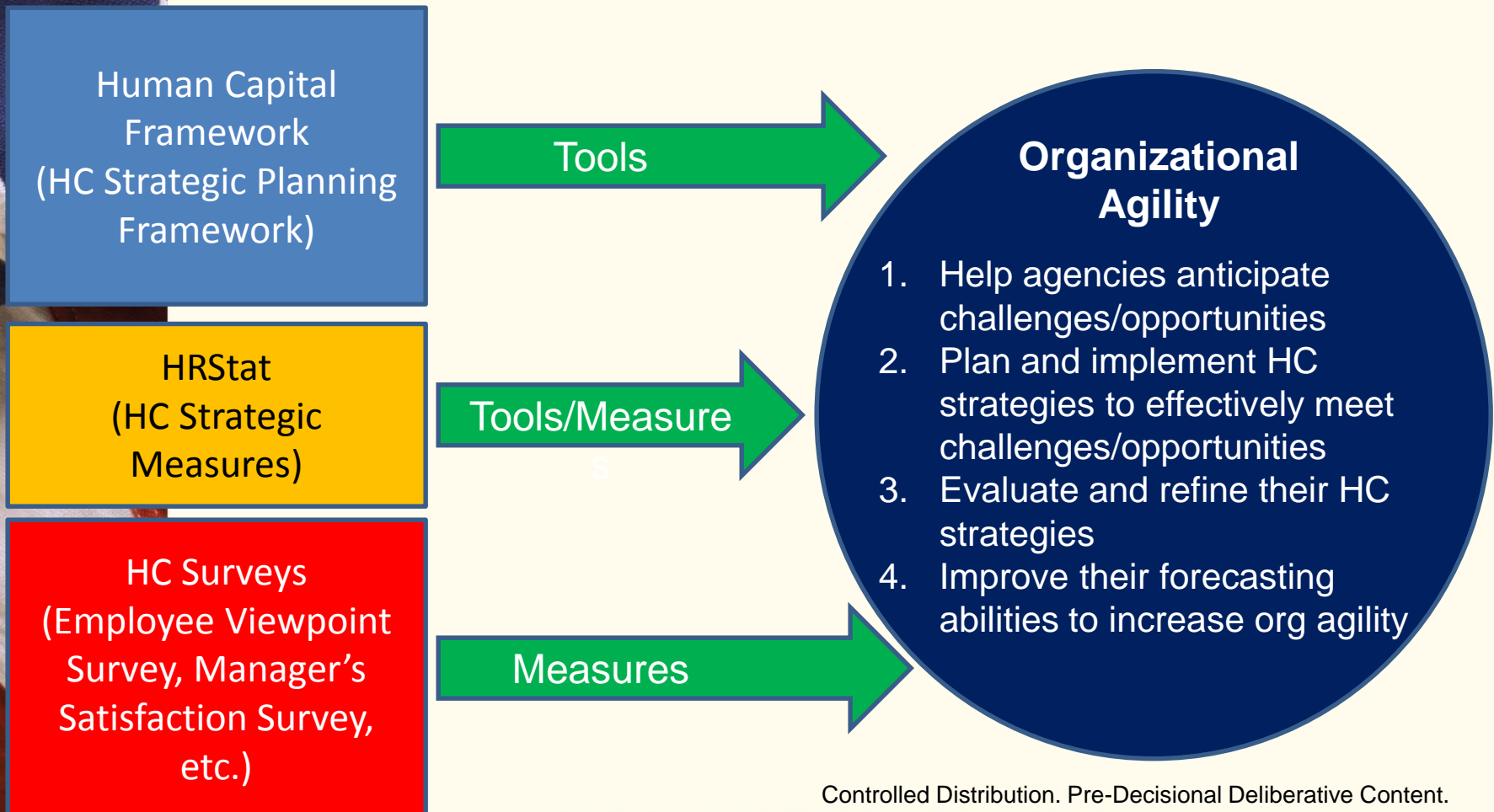👍 81   👎 1

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How Forecasting and Methods Uses Organizational Agility for Strategic Human Capital Management

Human Capital Framework (HC Strategic Planning Framework)

→ Tools →

HRStat (HC Strategic Measures)

→ Tools/Measures →

HC Surveys (Employee Viewpoint Survey, Manager's Satisfaction Survey, etc.)

→ Measures →

Organizational Agility

1. Help agencies anticipate challenges/opportunities
2. Plan and implement HC strategies to effectively meet challenges/opportunities
3. Evaluate and refine their HC strategies
4. Improve their forecasting abilities to increase org agility

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Organizational Agility Definition

Organizational agility is the **ability** of the agency to **anticipate** and **respond** fluidly and effectively to current and future **challenges** in a volatile, uncertain, complex, and ambiguous (**VUCA**) **environment**.

Organizational Agility Cycle (1)

The agency's organizational agility cycle starts by developing detailed scenarios of the most probable organizational human capital needs for the short-term and long-term future.
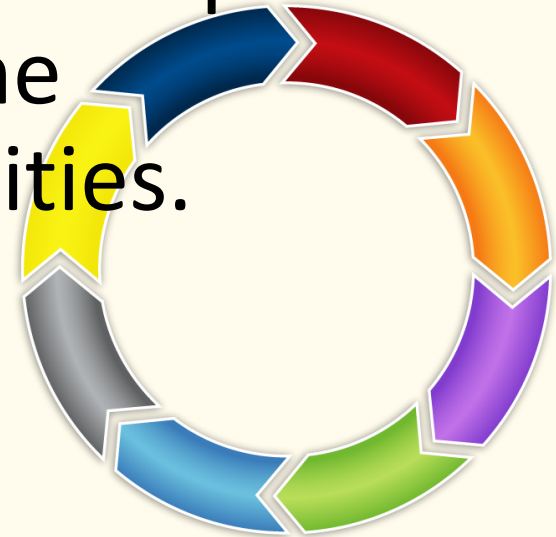
Organizational Agility Cycle (2)

Based on these scenarios, the agency prototypes possible responses and iterates toward human capital strategies that best meet the future challenges and opportunities.

Organizational Agility Cycle (3)

The tested prototypes are then integrated into the agency's processes and overall strategy. The agency continually learns from the performance of the human capital strategies in managing the challenges and opportunities.

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Organizational Agility Cycle (4)

Lessons learned are then fed back into the scenario development stage of the organizational agility cycle. The agency is now prepared to realign resources and processes to meet shifting organizational priorities.
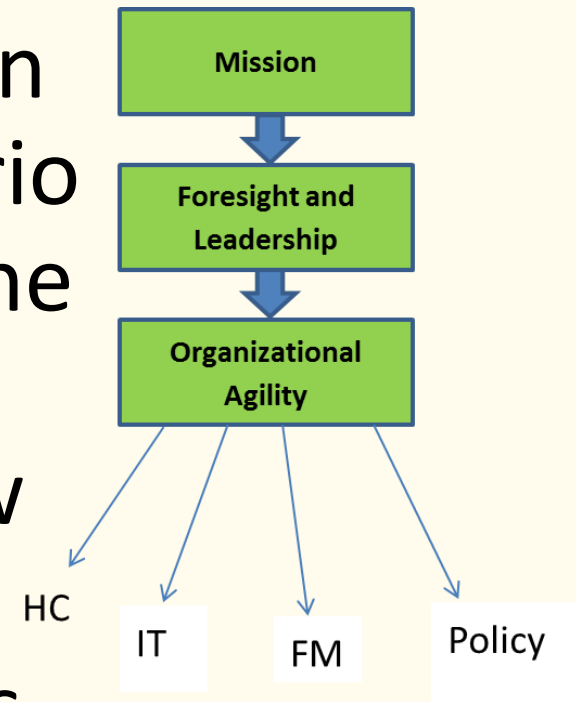
Mission

Foresight and Leadership

Organizational Agility

HC

IT

FM

Policy

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Activity

- **Goal**: Provide input for developing business case for organizational agility within Federal government.

- Participants divide into four groups.
  - All groups will respond to same question.

- 45 minutes to discuss questions

Questions?