# Chief Human Capital Officer Summit Agenda

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 a.m. – 8:30 a.m.</td>
<td>Registration &amp; Networking</td>
</tr>
<tr>
<td>8:30 a.m. – 8:45 a.m.</td>
<td>Security Video</td>
</tr>
</tbody>
</table>
| 8:45 a.m. – 8:55 a.m. | Welcoming Remarks
  Ellen Ardrey, Director of Human Development, National Geospatial-Intelligence Agency
  Dr. David Dye, Managing Director, Deloitte Consulting LLP |
| 8:55 a.m. – 9:10 a.m. | Keynote
  Morgan Plummer, Former Senior Advisor to the Under Secretary of Defense, Architect of DoD “Force of the Future” |
| 9:10 a.m. – 11:45 a.m. | Part 1: Workforce Transformation                                          |
| 9:10 a.m. – 9:55 a.m. | Case Study: NRO Cadre
  Mike Hale, Director, Ground Enterprise Directorate, National Reconnaissance Office |
| 9:55 a.m. – 10:05 a.m. | Break                                                                   |
| 10:05 a.m. – 10:50 a.m. | Transformation at AIG
  Robert Bleimeister, Former Human Resources Chief Operating Officer of American International Group |
| 10:50 a.m. – 11:45 a.m. | Table Session: Working Through Change                                    |
| 11:45 a.m. – 1:15 p.m. | Lunch and Tour of NGA NOC Facility                                       |
| 1:15 p.m. – 4:00 p.m. | Part 2: Innovation in the Human Capital Management Office               |
| 1:15 p.m. – 2:05 p.m. | Global Trends in Federal Human Capital
  Dave Mallon, Vice President of Research, Bersin by Deloitte              |
| 2:05 p.m. – 2:15 p.m. | Break                                                                   |
| 2:15 p.m. – 3:00 p.m. | Innovations in Human Capital Management Panel
  Moderator: Jim Turner, Senior Manager, Deloitte Consulting LLP
  Robert Bleimeister, Former Human Resources Chief Operating Officer of American International Group
  Amy Cropper, Global Talent Acquisition Leader, Amazon
  Dave Mallon, Vice President of Research, Bersin by Deloitte
  Morgan Plummer, Former Senior Advisor to the Under Secretary of Defense, Architect of DoD “Force of the Future” |
| 3:00 p.m. – 3:55 p.m. | Table Session: Innovations We Need                                       |
| 3:55 p.m. – 4:10 p.m. | Call to Action and Closing Remarks
  Ellen Ardrey, Director of Human Development, National Geospatial-Intelligence Agency
  Dr. David Dye, Managing Director, Deloitte Consulting LLP              |
Speakers

Ellen Ardrey
Director, Human Development Directorate, National Geospatial-Intelligence Agency

Ellen Ardrey is the Director of NGA’s Human Development Directorate, responsible for supporting NGA employees throughout their career. These responsibilities include establishing workforce vision, managing work-life benefits, and providing education and training opportunities for NGA professionals worldwide. As chief of the Human Capital Career Service, Ellen ensures HC employees’ professional development meets current and future mission needs. In addition, she chairs the Human Capital Management Board, which formulates the strategic direction of NGA’s personnel policies and oversees the allocation and execution of HC resources.

Ellen’s previous assignments include serving as the Deputy Director of HD and the Defense Intelligence Agency (DIA) Senior Representative to NGA. She began her career as an Air Force Intelligence Officer and joined DIA in 2002 after working in private industry. At DIA, she served as the Director of Program and Budget, the Deputy Comptroller, and the Deputy Chief Financial Executive for Financial Resources and Manpower in the Office of the Chief Financial Executive. She then was assigned as the Vice Deputy Director for DIA’s Human Capital. Ellen accepted a joint duty assignment with the Department of the Navy as the Deputy Commander, Office of Naval Intelligence (ONI). Upon her return to DIA, Ellen served as the Chief, Community Enterprise Office for the Directorate for Analysis, and the Director of the Office for Congressional and Public Affairs.

Throughout her federal career, Ellen has consistently been recognized as a strategic thinker and proven leader. She received a B.A. degree from Duke University and an M.B.A with a concentration in Information Systems from the University Colorado. She is also a Certified Defense Financial Manager.

Dr. David Dye
Managing Director, Deloitte Consulting LLP

Dr. David Dye has over 30 years of leadership and management consulting in the Federal Government and commercial sectors, contributing to the improved performance of employees, work teams, and organizations. As a Managing Director in Deloitte’s Human Capital Practice, he assists clients in developing and aligning human capital programs to achieve organizational strategy and mission. His areas of expertise span the human capital lifecycle for attracting, developing, and retaining talent. Dr. Dye is the executive sponsor for the firm’s Federal Leader Development Community of Practice, as well as for key eminence initiatives, including sponsorships with the Partnership for Public Service’s Best Places to Work in Government Rankings™, the Senior Executives Association, and The Engagement Institute™. Prior to Deloitte, Dr. Dye worked at Booz Allen Hamilton and the US Office of Personnel Management.

David is a Past President of the Personnel Testing Council of Metropolitan Washington (PTCMW) and the International Personnel Assessment Council (IPAC), in which he led the development of the association’s HR certification program. He holds a Top Secret Security clearance and is an ICF-certified Executive Coach. Dr. Dye received his Ph.D. from The George Washington University in Industrial and Organizational Psychology. He is a frequent contributor to Federal news and media outlets, and has presented internationally and published book chapters and articles in various professional journals, including Public Personnel Management, Personality and Individual Differences, and International Journal of Selection and Assessment.
Robert Bleimeister has 20 years of experience designing and executing successful Human Resources transformation programs as either the internal sponsoring Executive or lead management consulting Partner. His expertise includes HR strategy, restructuring and transformation, change leadership, and HR technology strategy. His consulting work includes a relationship with Deloitte Consulting to help Senior US Government Executives design and lead HR transformation programs. He also works with The Conference Board on global HR issues, and advises multiple startup companies developing new HR service platforms. In addition to consulting, Bob teaches the “Change Leadership” senior seminar at Norwich University’s business school.

Previously, Bob was the HR COO and transformation leader for American International Group (AIG) and helped lead AIG’s HR restructuring starting in 2010. The HR transformation included the design and execution of a modern HR organization and programs to support AIG’s 65,000 employees in 60 countries. Other facets of the program included the design of Centers of Excellence and HR Business Partner capabilities, the implementation of a single global “Workday” platform; establishing three global shared services centers; and a multichannel service platform to deliver modern HR programs. Bob also sponsored AIG’s Veterans program.

Prior to joining AIG, Bob was a Senior Executive and lead transformation consultant for the US Army. In this role he incubated multiple reengineering and transformation programs across Finance, Procurement and Technology functions.

As a consulting Partner at PricewaterhouseCoopers and then IBM, he helped lead multiple HR transformation programs. All of these programs included restructuring the HR organization and the implementation of modern technology/process platforms. Representative clients included Pfizer, Ford Motor Company, US Air Force, and Hewlett Packard.

Bob retired as an Army Lieutenant Colonel in the late 90’s. His military assignments included leading network operations for the US Army in Europe, joining the design team to down-size the Army by 30% at the end of the Cold War, and developing strategic war-games for the Joint Chiefs of Staff.

Bob received an MBA in Management from Columbia University and a Bachelor of Science degree in Industrial Engineering from the United States Military Academy, West Point.

Amy Cropper specializes in advising Fortune Global 500 companies on talent acquisition technology strategy, implementation and operations to maximize efficiencies, effectiveness and candidate experience. Her 21 years of experience have included roles in consulting, talent acquisition, and HR technology strategy.

Amy’s career began at Accenture in management consulting for the Federal Government, evolved into operational recruitment delivery and progressed into recruitment leadership roles with a global scope. Her most recent role was to lead the global strategy and solution architecture of the talent acquisition technology solutions used to hire more than 100K people annually, and during her tenure she was engaged on several large scale technology change programs. Amy demonstrated her appetite for disruptive technologies by pioneering the use of digital/video interviewing globally at Accenture.

Amy recently joined Amazon in a global talent acquisition leadership role. She is a proud graduate of Virginia Tech and resides in Arlington, VA.
Mike Hale, a member of the Defense Intelligence Senior Executive Service (DISES) for the Department of Defense (DoD), is currently the Director of the Ground Enterprise Directorate (GED), Chief Data Officer, Component Acquisition Executive (CAE) and DoD Cadre Executive Director at the National Reconnaissance Office (NRO), Chantilly, VA. As GED Director, he leads a multi-faceted and multi-agency team of acquisition and intelligence professionals to plan, synchronize, strategize, and collaborate to deliver multiple major system acquisitions connecting space systems to space operators, mission partners, and end-users necessary to fulfill the requirements of the IC, the DoD, and allied partners. Mr. Hale has served in acquisition roles for space, aircraft, missile, command and control, communications, intelligence, information technology, surveillance, and reconnaissance systems. He commanded a contracting squadron, served in the Office of the Assistant Secretary of the Air Force for Acquisition, and served in a Defense agency. Mr. Hale retired from active duty in 2006 and was appointed to the DISES in February 2007.

David Mallon leads the Bersin Research team – setting strategy, ensuring efficiency and quality in outputs, driving continuous innovation, and coordinating research efforts with Deloitte’s Human Capital Consulting practice. He is a recognized thought leader, frequent speaker, and accomplished writer in HR, learning, and talent, bringing more than 20 years of related experience. He was previously the steward for the Bersin Learning and Development research practice and is the primary force behind our work in learning cultures, High-Impact Learning Organization maturity, and learning technology. He was also integral to the Deloitte High-Impact HR research, and his perspectives on evolving HR operating models and related capabilities are in high demand by major organizations around the world. He is an author and core team member for Deloitte’s annual Global Human Capital Trends study.
Mr. Morgan Plummer recently departed the Obama Administration where he served as the Senior Advisor to the Under Secretary of Defense for Personnel and Readiness. As the principal policy advisor to the Department of Defense’s chief human resources officer, Morgan provided direct counsel and advice to the Under Secretary of Defense and Secretary of Defense on a broad range of public policy and national security issues including Total Force Management as it relates to readiness; National Guard and Reserve component affairs; health affairs; training; and military and civilian personnel requirements and management, including equal opportunity, morale, welfare, recreation, and quality of life matters.

Prior to assuming his duties in the Office of the Secretary of Defense, Morgan served as the Special Assistant and Deputy Chief of Staff to the Under Secretary of the Army. Advising the Army’s #2 civilian leader and Chief Management Officer, Morgan oversaw a wide array of issue areas, including long range strategic planning, business transformation, acquisition and personnel management reform, and certain Army-related issues of political interest to outside constituencies (White House; Congress; etc.). Morgan is a 12-year veteran of the United States Army, including multiple combat deployments throughout the Near East, and continues to serve as Civil Affairs officer in the United States Army Reserve. He has previously commanded troops at multiple levels and served on the immediate staffs of two Deputy Secretaries of Defense, including Dr. Ashton Carter. He is the recipient of the Defense Exceptional Civilian Service Medal, the Defense Meritorious Service Medal, the Bronze Star Medal and the Army Commendation for Valor.

Morgan was one of the principal authors of, and project manager to, the Secretary of Defense’s Force of the Future initiative. Morgan’s team undertook a comprehensive review of the Department’s civilian and military personnel systems and reviewed over 100 studies and commission reports related to civilian and military personnel management, talent management, and private sector human resources practices. The final set of 81 recommendations focused on ways in which the Department of Defense could increase permeability of personnel and ideas between the public and private sector, increase recruiting results and outcomes for the Department, and emphasize talent management and retention to ensure that the quality of today’s current force will be met by the “Force of the Future”.

Morgan holds degrees from Michigan State University and Georgetown University and currently resides in Arlington, VA.

Jim Turner has over 21 years’ experience, including 13 as a management consultant in the Federal Government and eight as a military officer. His consulting work has focused on helping Intelligence Community organizations implement transformation on a large scale. As a Senior Manager in Deloitte’s Human Capital Practice, he assists clients in developing and implementing human capital programs to support changing missions and strategies. His areas of expertise span the organizational transformation spectrum and include change management, strategic planning, performance management, and business process re-engineering. Jim has provided his leadership and expertise to transformation efforts in the National Geospatial-Intelligence Agency, National Reconnaissance Office, and Department of Homeland Security. Prior to his consulting career, Jim served as a radar intercept officer in the US Navy.

Jim holds a Top Secret security clearance, a Project Management Professional Certification, and an IC Agile Professional Certification. He also holds a Change Management Advanced Practitioner certification from Georgetown University and received his MBA from the University of Maryland. Jim lives with his family in Falls Church, Virginia.