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# ORM Update

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March 20, 2014

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# ORM Update Agenda

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- Functional Statement & Organization
- Accomplishments and Initiatives
- Status of Human Capital Plan Initiatives
- Employee Engagement Results from the 2013 Federal Employee Viewpoint Survey

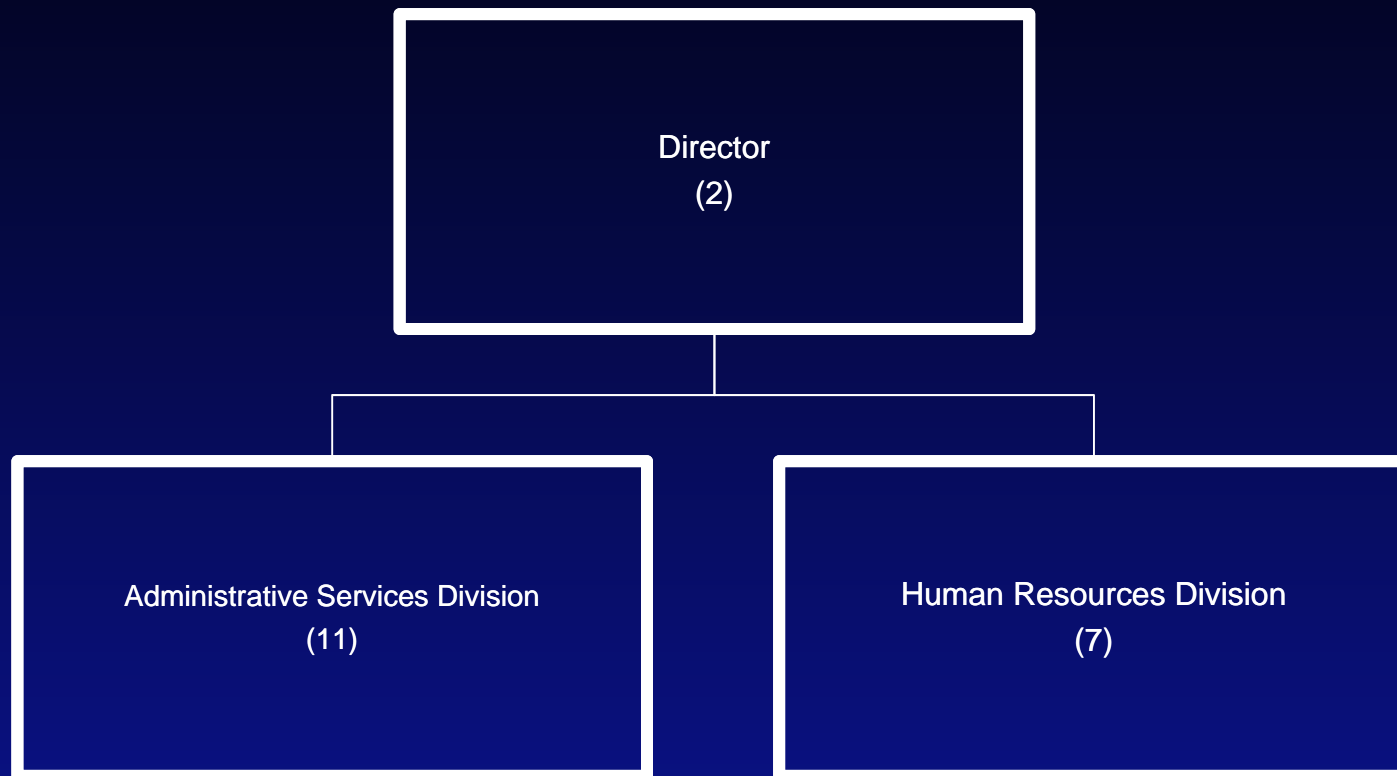
# ORM Functional Statement

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ORM serves as a strategic partner with leadership to develop and deliver innovative administrative services and human resource programs designed to support the employees and overall mission of the Agency

# Office of Resource Management

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FY 2014 Authorized Staffing Level - 20

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# ORM Initiatives

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- Organizational Change Management
- Resource Management Project

# Accomplishments

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- Background Investigations for Contractors
- Leadership Development Program
- FRTIB Enterprise Learning Management System (ELMS)

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# ORM Human Capital Plan

Status Update on HR Initiatives

# Status of HR Initiatives

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## ORM-HR Human Capital Plan

- Strategic Alignment
- Leadership & Knowledge Management
- Performance Culture
- Talent Management



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# Federal Employee Viewpoint Survey (FEVS)

FY 13 Employee Engagement  
Results

## Federal Employee Viewpoint Survey

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- FEVS is an annual survey tool administered by the OPM to measure organizational climate and overall job satisfaction
  - Satisfaction results are recognized by the Partnership for Public Service in ranking Federal agency Best Places to Work
  - Survey questions also provide agencies with an Employee Engagement Index

# The Best Places to Work

**IN THE FEDERAL GOVERNMENT 2013**



**Congratulations to  
Federal Retirement Thrift Investment Board**

**Top 5 Ranking: Small Federal Agency**



**PARTNERSHIP FOR PUBLIC SERVICE**

# FRTIB Employee Engagement Index

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Leaders Lead (percent positive)	2011	2012	2013	Gov't
In my organization, leaders generate high Levels of motivation and commitment in the Workforce.	58%	47%	60.3%	40.8%
My organization's leaders maintain high standards of honesty and integrity.	73.4%	74.2%	64.3%	53.6%
Managers communicate the goals and priorities of the organization.	74.9%	75.7%	73.6%	61.2%
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor.	64.8%	72.8%	68.9%	57%
I have high level of respect for my organization's senior leaders.	72.5%	70.8%	68.6%	52.3%

# FRTIB Employee Engagement Index

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Supervisors (percent positive)	2011	2012	2013	Gov't
Supervisors/team leaders in my work unit support employee development.	80.5%	78.9%	77%	64%
My supervisor/team leader listens to what I have to say.	77.7%	78.8%	71.5%	74.4%
My supervisor/team leader treats me with respect.	84.3%	84.6%	78%	79.7%
I have trust and confidence in my supervisor.	72.8%	78.4%	66.3%	65.8%
Overall, how good a job do you feel is being done by your immediate supervisor.	72.8%	75%	66.5%	68.4%

# FRTIB Employee Engagement Index

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Intrinsic Work Experiences (percent positive)	2011	2012	2013	Gov't
I feel encouraged to come up with new and better ways of doing things.	75.4%	83.1%	73.5%	55.7%
My work gives me a feeling of personal accomplishment.	82.5%	87.6%	74.7%	70.3%
I know what is expected of me on the job.	82%	84%	75.7%	79.2%
My talents are used well in the workplace.	64.6%	80.3%	67.8%	57.3%
I know how my work relates to the agency's goals and Priorities.	89.5%	83.1%	88.8%	82.5%
Overall Employee Engagement	75%	77%	72%	66%

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# FRTIB-FEVS Next Steps

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- Partnership for Public Service addressed the ELC on FRTIB FEVS results in January
- FRTIB employees briefed on results in November and February
- FRTIB will contract with a subject matter expert to assist with:
  - Providing data analysis, employee & manager workshops/focus groups
  - Determining root causes with an action plan of strategic improvements

