



HR Development Planning

Goal:

Human Resource Managers function as strategic partners with senior management in supporting the decentralized administration of the Maine Management Service and of HR management in general.

Long-range Planning:

Set a date to identify and plan for the future activities and needs of the HR community including:

- Working in a decentralized environment (compensation)
- Working with less prescriptive rules
- Becoming key consultants with your agency, including:
 - 1) Strategic HR/Succession Planning
 - 2) Recruitment and retention programs and policies
 - 3) Leadership development programs
 - 4) Change management
 - 5) Etc.

Planned Events:

- | | | |
|-------------------------------------|--------------------|--|
| • Hay Training | 5/21-22
5/23-24 | HR Mgrs./Dir.Admin.&Fin.
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| • Competency Based Interviewing | 5/29
7/16 | Pers. Specialists/Officers
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| • Leadership Institute for HR Staff | 7/17-18
7/24-25 | Pers. Specialists/Officers
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| • HR Briefings | Every Other Month | All HR Dir. & Staff |
| • Long-range Planning Meeting | TBA | All MR Managers |

Resources:

- International Personnel Management Association (IPMA) Certificate Program
- USM Certificate Program for HR
- Linkage, Inc.
- Hay Consulting
- Etc.