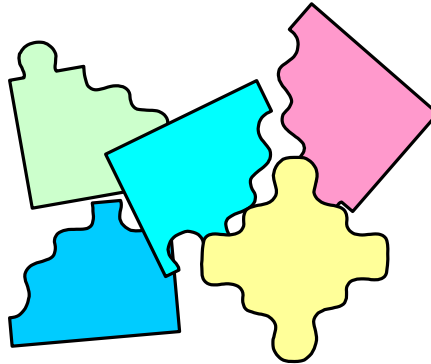




Mid-Year Meeting
January 28-30, 2000
Hilton Daytona Beach Oceanfront
Daytona Beach, Florida



Final Program

Final Program



Friday, January 28

2:00 p.m. – 6:00 p.m.

Main Lobby

3:00 p.m. – 6:00 p.m.

Bill France C

6:00 p.m. – 7:30 p.m.

River Room

Registration/Information Desk Open

Executive Committee Meeting

Welcome Reception

All attendees are welcome and encouraged to attend.



Saturday, January 29

8:00 a.m. – 8:30 a.m.

River Room

8:00 a.m. – 4:00 p.m.

Roof Lobby

8:30 a.m. – 9:30 a.m.

River Room

Continental Breakfast

Registration Desk Open

Opening Session

Featuring Dr. Sally Selden, Assistant Professor, Maxwell School of Citizenship and Public Affairs, Syracuse University and researcher for “Grading the States”

Welcome: Ron Penny, Director, North Carolina Office of Personnel and NASPE President; Mollie Anderson, Director, Iowa Department of Personnel and NASPE Mid-Year Meeting Chair; and Sharon Larson, Director, Florida Division of Human Resource Management

9:30 a.m. – 11:30 a.m.

River Room

Roundtable #1 - Performance Measurement

Which strategies are you using to measure your organization's effectiveness? How do employees and organizational structure play a role in the organization's success?

Moderator: Peter Fox, Secretary, Wisconsin Department of Employee Relations

11:45 a.m. – 1:00 p.m.

Atlantic Room

Lunch – NASPE Business Meeting

1:15 p.m. – 2:30 p.m.

River Room

Roundtable #2 - Pay for Performance

Looking to implement a pay-for-performance program or have you already implemented one? What are the keys to success, so that both employees and the organization benefit? Are strong performers staying and poor performers leaving – or is it too early to tell? Share your experiences.

Moderator: Jeff Schutt, Director, Colorado Human Resource Services

2:30 p.m. – 2:45 p.m.

River Room

Break

Saturday, January 29 (continued)

2:45 p.m. – 4:00 p.m.
River Room

Roundtable #3 - Competency-Based HR Systems

Are your selection and classification systems able to accommodate the demand for skilled employees? How do you identify the competencies needed by applicants and current employees to do the job?

Moderator: Eileen Boland, Commissioner, Vermont Department of Personnel

4:20 p.m.
Main lobby

Daytona USA Trip

6:45 p.m.

Buses pick up attendees at Daytona USA and return to hotel

7:00 p.m.
Main lobby

Leave from Hilton for Reception at Plaza Resort

Buses will leave hotel lobby promptly at 7:10 p.m.

7:30 p.m.

Reception at Plaza Resort

Enjoy cocktails and heavy hors d'oeuvres at this beautiful new resort and spa



Sunday, January 30

8:00 a.m. – 8:30 a.m.
River Room


Continental Breakfast

8:30 a.m. – 10:00 a.m.
River Room

Roundtable #4 - Managing HR Data

With ever-increasing reliance on data for performance management, workforce planning, and recruitment and retention, can you get the answers you need? Have you recently implemented a new HRMIS system? What factors did you use in identifying your selection?

Moderator: Stephen Davis, Assistant State Personnel Director, North Carolina Department of Personnel



10:00 a.m. – 10:15 a.m.
River Room

Break

10:15 a.m. – 11:45 a.m.
River Room

Roundtable #5 - Workforce Planning

Is your state prepared for the changing workforce? Who will the state government employees be and what will they be doing? What should you be doing about it today?

Moderator: Mollie Anderson, Director, Iowa Department of Personnel

11:45 a.m. – 12:45 p.m.
Coastal Room

Lunch

Enjoy lunch and network with your peers.

11:45 a.m. – 12:45 p.m.
Bill France B Room

Annual Meeting Committee Meeting/Lunch

Sunday, January 30 (continued)

1:00 p.m. – 2:00 p.m.
River Room

Roundtable # 6 – Recruitment and Retention Strategies

*Is technology playing an increasing role in your recruiting efforts?
Have you identified tailored strategies for those hard-to-fill positions?
What's really keeping employees in the public sector? Discuss
effective solutions for this tight labor market.*

Moderator: Sharon Larson, Director, Florida Division of Human
Resource Management

2:00 p.m. – 2:15 p.m.
River Room

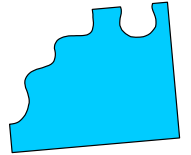
Break

2:30 p.m. – 4:00 p.m.
River Room

Roundtable #7 – Free for All

*A satisfying response to “there just wasn’t enough time!” Here’s an
opportunity to continue discussion on those topics that are still
weighing on our minds or to choose issues that the agenda did not
cover.*

Moderator: Eric Scroggins, Deputy Director, Indiana Department of
Personnel



4:00 p.m.

Meeting Adjourns

