



NIH TRAINING COLLABORATIVE FORUM

Tuesday • June 23, 2009

Agenda

- 1:00 Welcome
Kristen Dunn-Thomason, Director, NIHTC & Elena Juris, Program Manager, NIHTC
- 1:05 Hogan Leadership Forecast Series: The Bright Side, Dark Side & Inside of Personality
Shelley Lanier, Program Manager, NIHTC
- 1:45 LMS Update
Kim Hill, LMS Project Lead, NIHTC
- 1:55 Break & Networking
- 2:10 NIH Competencies: What Trainers Need to Know
Vickie Southers, Program Manager, NIHTC & Jonathan Lappin, Management Analyst, NIHTC
- 2:25 Community Café Breakout w/ IC Competency Coordinators
- 3:00 IC Information Exchange & Announcements



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Hogan Leadership Forecast Series: The Bright Side, Dark Side and Inside of Personality

Shelley Lanier, Program Manager, NIHTC

Introduction

- Based in socioanalytic theory
 - Two universal human motives – social acceptance and status
 - Actor and observer's view of reputation (impact on others)
- The Five Factor Model of Personality
 - Extraversion/Surgency – degree to which a person needs attention and social interaction
 - Agreeableness – degree to which a person needs pleasant and harmonious relations with others.
 - Conscientiousness – degree to which a person is willing to comply with conventional rules, norms and standards
 - Emotional Stability – degree to which a person experiences the world as threatening and beyond his/her control
 - Intellect/Openness to Experience – degree to which a person needs intellectual stimulation, change and variety.

Introduction

- Introduced in 1980
- Personal characteristics related to job performance
- Exclusively based on research involving working adults
- Normed and validated:
 - HPI (Potential) – over 500,000 working adults in over 200 industries
 - HDS (Development) – over 10,000 working managers in over 50 Fortune 500 organizations
 - MVPI (Motivation and Values) – over 3000 working adults in over 100 organizations
- Correlated to a variety of other personality inventories including Myers-Briggs (MBTI)

HPI – Hogan Potential Report

The Bright Side of Personality

Day to Day Leadership

- Adjustment
- Ambition
- Sociability
- Interpersonal Sensitivity
- Prudence
- Inquisitive
- Learning Approach

HDS – Hogan Development Survey

The Dark Side of Personality

Under Stress and Pressure

Moving Away

- Excitable
- Skeptical
- Cautious
- Reserved
- Leisurely

Moving Against

- Bold
- Mischievous
- Colorful
- Imaginative

Moving Toward

- Diligent
- Dutiful

MVPI – Motives, Values, Preferences Inventory

The Inside of Personality

Environment and Fit

- Recognition
- Power
- Hedonism
- Altruistic
- Affiliation
- Tradition
- Security
- Commerce
- Aesthetics
- Science

Hogan Coaching Report

Performance Strengths

- Personal Impact
- Interpersonal Skills
- Working and Learning Style

Challenges

- Reactions to Others
- Personal Performance Expectations
- Reactions to Authority

Values and Drivers

- Achievement Motivation
- Social Interests
- Entrepreneurial Values
- Decision Making Style



Hogan Coaching Report

- Career Development
- When Strengths Become Weaknesses – Development Feedback
- Dealing with Derailment Tendencies

Hogan Coaching Report

Data Integration

- Job Analysis
- Multi-Rater Feedback
- Forecast Summary



Hogan Leadership Forecast Series

Use It

- Leaders who have already been exposed to other instruments
- Need is for deeply individualized understanding of personal impact
- Focus is on leading and succession planning

Don't Use It

- Leaders who have little or no exposure to personality instruments
- Need is for general understanding and interpersonal effectiveness
- Focus is on being a team member

Questions?

www.hoganassessments.com





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LMS Update

Kim Hill, LMS Project Lead, NIHTC

LMS Upgrade

NEW

- Password reset tool
- Self-edit of email address
- New course search options
- Session time-out warning


CHANGED

- Transcript location
- Learning plan location
- Self password change

DEMO



Training

-  for current administrators
- Updated tip sheets and documents on website (http://trainingcenter.nih.gov/LMS_info.html)
- FY10 administrator class schedule to be determined soon and will be available in the LMS
 - NIH LMS Local Learning Administrator
 - NIH LMS Training Administrator
 - NIH LMS Human Capital Administrator



BREAK & NETWORKING!

Please regroup in 15 minutes.



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NIH Competencies: What Trainers Need to Know

Vickie Southers, Program Manager, NIHTC &
Jonathan Lappin, Management Analyst, NIHTC

Agenda

- Update: Competency Model Enhancement
- Competencies in the LMS
- My Success Plan: An Electronic IDP
- Activity: Collaboration between Training Administrators and Competency Contacts

Update: Competency Model Enhancement

Transition to Functions

- Series based competency models are too generic
- AO Pilot data indicated that models needed to be more flexible

Competency Dictionary

- A “menu” of competencies – employees pick and choose
- Contains all of the current & newly developed competencies
- Minimal impact on training linkages

Update: Competency Model Enhancement

Benefits

- Creates a common language across NIH
- More accurate Training Needs Assessment/Gap Analysis

Timeline

- Integrated Summer 2009
- Implemented on October 1, 2009 in LMS and on website



Competencies in the LMS

Background

- Live since January 1, 2009
- Models are flexible
- Competency assessments (approx 10 mins to complete)
 - Self
 - Supervisory
- Linked to courses at HHS, Skillssoft, and the NIH Training Center

My Success Plan: An Electronic IDP

- Released in the LMS 5.4 Upgrade
- Fully functional
 - Allows for classes & developmental activities
 - Instantly updates to changes and progress updates
 - Keeps a history of completed activities
- Employees can add classes automatically to their IDP from the search feature

MY SUCCESS PLAN LIVE

<https://lms.learning.hhs.gov/Saba/Web/Main>



Community Café w/ IC Competency Coordinators

1. Does your IC have its own competencies?
 - ▣ How have you been coordinating your IC's competencies with the NIH Competencies?
2. What are the greatest challenges that you receive regarding competencies?
3. Have you started auditing your own training courses for competencies?
4. How do you/how would you like to see Training and IC Competencies Contacts working together?



IC Information Exchange & Announcements



Thank you for your participation!

Mark your calendars for our next Forum!

Date: Wednesday, Oct. 14, 2009

Time: 1:00 – 3:30pm

Location: Rockledge II, Rm. 9112-9116

Interested in speaking or have a topic idea?

Elena Juris – jurise@mail.nih.gov

Janice Gonzalez – gonzalezjan@mail.nih.gov