

**COMMITTEE ON GOVERNMENT REFORM**  
**SUBCOMMITTEE ON THE CIVIL SERVICE AND AGENCY REORGANIZATION**  
**CONGRESSWOMAN JO ANN DAVIS, CHAIRWOMAN**



**MEDIA ADVISORY**

**FOR IMMEDIATE RELEASE:**  
September 30, 2003

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***Civil Service Subcommittee to Explore Strategies for  
Federal Workforce Succession Planning and Management***

**What: Hearing, "Human Capital Planning: How the Federal Government Can Get a Workforce to Achieve Results"**

**When: October 1, 2003 at 2 p.m.**

**Where: Room 2203, Rayburn House Office Building**

**Background:** Succession planning and management is about getting the right people, with the right skills, at the right time for leadership and other key positions. About 15 percent of the federal workforce will likely retire from 2001 to 2006, and more than half of all the members of the Senior Executive Service employed by the government in 2000 may leave by the year 2007. Yet, many federal agencies have failed to adopt succession planning and management initiatives. This hearing will discuss the federal government's human capital challenges and identify what public sector organizations – both in this country and abroad – are doing to address those challenges.

At the hearing, the General Accounting Office will be releasing a report, "Human Capital: Insights for U.S. Agencies from Other Countries' Succession Planning and Management Initiatives." This report, requested by Chairwoman Jo Ann Davis (R-Va.), identifies other nations' initiatives to manage the succession of senior executives and other public sector employees with critical skills.

**Witnesses:**

**J. Christopher Mihm, Director of Strategic Issues, General Accounting Office**  
**Dan G. Blair, Deputy Director, Office of Personnel Management**  
**Howard M. Messner, President, National Academy of Public Administration**  
**Robert P. Gandossy, Global Practice Leader for Talent and Organization Consulting, Hewitt Associates**  
**Vicki A. Novak, Assistant Administrator for Human Resources & Chief Human Capital Officer, National Aeronautics and Space Administration**  
**William H. Campbell, Acting Assistant Secretary for Human Resources and Administration, Department of Veterans Affairs**  
**David J. O'Connor, Deputy Assistant Administrator for Administration and Resources Management, Environmental Protection Agency**