



DEPARTMENT OF DEFENSE HUMAN CAPITAL MANAGEMENT STRATEGIC ADVISORY GROUP CHARTER

MISSION

The mission of the Department of Defense (DoD) Human Capital (HC) Strategic Advisory Group (SAG) is to serve as a collaborative and forward-thinking advisory forum, dedicated to advancing the strategic management of human capital across the Enterprise. This forum supports our civilian employees globally by cultivating a high-performing and agile workforce, ensuring they are well-equipped to serve the Department and the nation.

The HC SAG serves as a catalyst for fostering innovation and advancement in human capital management. This forum will offer informed guidance and recommendations, facilitate the development of cutting-edge Human Resource (HR) policies, practices, and technologies, ensuring they meet federal regulations and adhere to best practices. The HC SAG will provide expert advice and recommendations on key issues like policy development, business process improvement, Information Technology (IT) standards, workforce development, and resource allocation, with a focus on optimizing the efficiency and effectiveness of HR services.

VISION

Through strategic talent management, the HC SAG will drive exceptional force readiness and performance, enabling the Department to achieve its goals, maximize effectiveness, and uphold its core values and mission in service to the nation.

AUTHORITY

DoD Instruction 1400.25, Volume 250, "DoD Civilian Personnel Management System: Civilian Strategic Human Capital Planning (SHCP)," dated June 7, 2016.

SCOPE

In support of the Deputy Assistant Secretary of Defense (DASD) for Civilian Personnel Policy (CPP) and the Civilian Personnel Policy Council (CPPC), the HC SAG serves to facilitate setting the strategic direction for civilian HC program and operational management in alignment with the National Defense Strategy and President's Management Agenda to accomplish the DoD mission.

FUNCTIONS

1. Shape the Department's strategic human capital posture by:
 - a. Analyzing HC Management (HCM) goals, objectives and civilian workforce trends.
 - b. Leveraging data sharing practices and capturing metrics in HRStat.
 - c. Modeling of innovative solutions which aid in maturing the culture, strength, skills, and overall well-being of the workforce.
2. Develop Department-wide HC strategic communications to foster active support and

collaboration.

3. Provide strategic guidance to ensure seamless collaboration and prevent duplication of effort across HC working groups, while respecting their autonomy and scope, to maximize overall impact and efficiency.
4. Recommend cross-cutting strategies to the CPPC for enterprise-wide solutions.
5. Drive business transformation by identifying and leveraging innovative HC strategies and data analytics.
6. Anticipate and communicate the impact of regulatory changes, resource constraints, and shifting priorities to ensure civilian workforce agility and resilience.
7. Provide advice and recommendations on evolving strategies related to HR and human capital management programs and initiatives.
8. Provide support, as needed, to the DASD(CPP), CPPC, and Talent Management Advisory Group (TMAG) and Talent Management Executive Council (TMEC).

MEMBER ROLES

1. Defense Civilian Personnel Advisory Service (DCPAS):
 - a. Chaired by the Deputy Director and Vice-Chaired by the Planning and Accountability Line of Business.
2. DoD Components must designate one standing member at the Senior Executive Service (SES)/General Officer (GO)/Flag Officer (FO) (or equivalent) level and (one alternate designee maximum) to serve on the HC SAG:
 - a. Deputy Director Civilian Personnel (Department of Army)
 - b. Deputy Director Civilian Human Resources (Department of Navy)
 - c. Deputy Director Civilian Personnel (Department of Air Force)
 - d. Deputy Director Manpower and Personnel, J1 (National Guard Bureau)
 - e. Deputy Director (Washington Headquarter Services)
 - f. Deputy Director Strategy and Support (Defense Finance and Accounting Service)
 - g. Deputy Director Human Resources (Defense Logistics Agency)
 - h. Deputy Director Civilian Personnel (DoD Office of the Inspector General)
 - i. Deputy Director Civilian Personnel (Defense Intelligence and Security)

RESPONSIBILITIES

1. Standing Members (or their one designee) will:
 - a. Have authority to decide and advise on the full life cycle of human capital management initiatives on behalf of their Component, Defense Agency and DoD Field Activity (DAFA).
 - b. Provide insights, recommendations, and feedback on the positioning, strategy, and messaging of the data and HC strategic initiatives related to their respective components or DAFA.

- c. Act as the conduit for carrying the actions, guidance and strategic communications from the HC SAG to their respective leadership, HR servicing organizations and communities.
 - d. Partner with respective Functional Community Management (FCM) stakeholders ensuring information sharing on all associated initiatives.
 - e. Ensure organizational decision maker representation in all HC SAG meetings. Advisors or subject matter experts may attend with the standing member or designee as the HC SAG Agenda dictates.
 - f. Vote on matters of the HC SAG, as needed.
2. DoD Components and HR Servicing Agencies will:
- a. Collaborate to achieve Department goals by sharing information (e.g., technology, best practices) and advancing skills and capabilities (e.g., increasing data literacy and leadership development) across the workforce.
 - b. Present on Department human capital initiatives and topics (or topics with similar focus) at the HC SAG according to the annual organizational schedule.

FREQUENCY

All meetings of the HC SAG will be held monthly on the third Wednesday. An agenda will be published at least one week prior to each meeting.

EFFECTIVE DATE AND AMENDMENT

This charter is effective immediately upon approval by the undersigned and remains in effect until modified or rescinded. Charter review and renewal will occur every three (3) years, or upon a proposal and agreement of the standing members.

REFERENCES

- a. The President's Management Agenda | Office of Management and Budget
- b. The Department of Defense Strategic Management Plan
- c. The National Defense Strategy
- d. Agency Priority Goals (performance.gov)
- e. DoD Instruction 1400.25 Volume 250, "DoD Civilian Personnel Management System: Civilian Strategic Human Capital Planning (SHCP)"
- f. DoD HC Operating Plan (osd.mil)
- g. Office of Personnel Management HRStat Guidance: Begin with the End in Mind

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Advisory Service