

Future-Ready HR: Aligning People, Data, and Technology

Bringing together Federal Human Capital and Technology leaders to explore the insights, technologies, and lessons learned that drive transformations across Government.

Event Summary

We were delighted to host HR leaders from across the Federal government for an open and technology-agnostic discussion of HR modernization. The experience provided a forum to connect and share best practices and lessons learned from each stage of agency transformation journeys. Government panelists offered perspectives on navigating uncertainty, securing funding and authorities, reviewing processes and policies, and collaborating with their colleagues across the organization. Accenture speakers facilitated discussions on strategies and solutions for navigating the coming wave of platform modernization, focused on “future-proofing” platform capabilities and user experience and managing change for their stakeholders.

What's Next

AFS is thrilled to continue to connect subject matter experts and practitioners to support Federal HR transformations. Participants' contact information will be shared amongst one another for ongoing collaboration and conversation (opt-in required).

For any additional details or questions, please contact Kevin McQuade (kevin.mcquade@afs.com) or Katie Macko-Hardy (katie.macko-hardy@afs.com)

Agenda Highlights

Transformation Journeys

Following opening remarks by Accenture Federal Services (AFS) CEO, Ron Ash, Human Capital leaders Britaini Carroll and Kelley Wycoff guided a facilitated conversation discussing key considerations and identifying where each agency is on their transformation journey. Participants highlighted how leadership transitions, funding availability, and technology changes can impact transformations.

Fireside Chat with Erin Moore, DOE OCHCO

Erin Moore is guiding DOE on their journey implementing a SaaS solution, which recently hit a milestone by entering the “Test” phase before release. Her ability to navigate with both speed and scale was exemplified in the convening of a governance board, securing support and funding, architecting and configuring all platform processes, and securing an authority to operate (ATO) in just one year. She shared key insights and lessons learned from the process thus far.

Panel: Catalyzing Change

CHCOs from the Transportation Security Administration (TSA) and Federal Energy Regulatory Commission (FERC) highlighted their unique experiences planning and delivering HR modernization. Both shared how they took the opportunity to evaluate policies and processes that could be evolved to better support their HR modernization journey.



Panel: Accenture's Own HR Transformation Journey

Accenture's HC and CIO leadership shared their own experience modernizing HR systems while integrating with core Finance and other key platforms. Like many Federal agencies, Accenture has worked to modernize a patchwork of legacy systems – all while supporting and managing change for its global enterprise of more than 760,000 employees.

Additional Themes

Collaboration is Key – Participants repeatedly emphasized the importance of ensuring HR, data, and security leaders are in lock-step throughout the decision-making processes for HR transformation, with an emphasis on empowering the [CHCO as a growth executive](#).

Configuration Over Customization – Speakers discussed the value of maximizing features available in new SaaS platforms. By taking the opportunity to reexamine and improve business processes that can be enhanced by available capabilities, agencies can drive long-term savings. This is also an ideal time to analyze policies and processes that could be evolved to better support where your organization is headed on your modernization journey.