



WHAT IS COMING IN 2017? | NAHFE had a great 2016 and is getting ready for an exciting year in 2017 with a new and revitalized Leadership Mentoring Program, Career Development Training for executive leadership and future supervisors, a brand new website and more. Don't miss our social gatherings. For more information on the Mentoring Program visit: <http://nahfe.org/nahfementoring.html>. The NAHFE Leadership Team is currently working to update the 2017 calendar with up to 16 events for our members. Stay tuned!!!

JOIN AND RENEW YOUR

MEMBERSHIP Don't forget to renew your 2017 membership and tell your coworkers and friends in the federal government to join NAHFE by visiting <http://nahfe.org/Membership.html>, on our new website. The membership will cover the dues from January 1st to December 31st of 2017. Full payments received after October 2016 will cover the dues for 2017 membership.

VOLUNTEER IN OUR COMMITTEES

After completing your membership form, joining NAHFE and selecting a Chapter, don't forget to select a committee to participate in. NAHFE is actively looking for volunteers to participate in the committees of Membership, Communication, Data Analysis and Programs. For more information visit: <http://nahfe.org/nahfegetinvolved.html>.

PARTNER AND COLLABORATE WITH US

NAHFE reaches the heart of all volunteers with opportunities to collaborate by becoming a mentor; advocating for Hispanics in federal executive positions and; participate as a speaker in our workshops and info-sessions. If you are interested in collaborating, please send an email to contact@nahfe.org.

STAY CONNECTED | To join our network and stay connected, please visit and join our LinkedIn account: <https://www.linkedin.com/groups/2542519>. Here, members share interesting articles and post vacancies for various positions throughout the federal government including Senior Executive Positions. Don't forget to visit our new website: www.nahfe.org to learn more about NAHFE and stay informed on upcoming events.

STAY UPDATED AND INFORMED

- ❖ GOOD TO KNOW: NAHFE welcomes GS12 and above
- ❖ NEW ADDRESS: P.O. Box 14514, Washington D.C. 20044

2017 CALENDAR *Topics subject to change	
EXECUTIVE TRACK	NEW YEAR RECEPTION: WELCOME NEW MEMBERS
SUPERVISORY TRACK	INTRODUCTION TO THE SENIOR EXECUTIVE SERVICE
MENTORING PROGRAM	MENTORING PROGRAM – KICKOFF
LEADERSHIP HOUR	SUPERVISORY TRACK: EMPLOYEE RELATIONSHIPS
SOCIAL EVENTS	TIPS TO ESTABLISH AND FOSTER COLLABORATION FOR PROGRAM SUCCESS
	SPECIAL EVENT: RESERVED (EXECUTIVE PRESENCE)
	BUILDING YOUR EXECUTIVE CORE QUALIFICATIONS
	EMPLOYEE HIRING PROCESS: TOOLS FOR HIRING MANAGERS PERFORMANCE
	PROGRAM MANAGEMENT TOOLS FOR PROCESS IMPROVEMENT AND ACCOUNTABILITY
	MID-TERM EVENT (PICNIC)
	TIPS FOR PREPARING YOUR EXECUTIVE CORE QUALIFICATION WRITE-UPS
	COACHING TO IMPROVE WORK PERFORMANCE
	HOW TO MAINTAIN YOUR PROFESSIONAL NETWORK OVER THE YEARS?
	CLOSING CEREMONY
	DEALING WITH ORGANIZATIONAL CHANGE
	HOLIDAY PARTY
	IS TIME TO THINK STRATEGICALLY ABOUT YOUR CAREER DEVELOPMENT



2016 EVENTS

Association of University of Puerto Rico Alumni and Friends Abroad (UPRAA): On March 9, NAHFE Vice President participated in the panel *Women's Leadership Series: Celebrating Latina Leaders Shaping America's Future*. The



Larissa Avilés-Santa
M.D., M.P.H.

Yajaira Sierra Sastre
PhD

Lisandra Garay
MS, PhD

event organized by UPRAA featured STEM leaders for a lively discussion on women in STEM careers.

NAHFE's Leadership Hour: On April 21, we hosted the first *NAHFE's Leadership Hour*, a virtual, 60-minute, facilitated session. The discussion focused on Transitioning from Manager to Leader presented by Glorimar Maldonado, Chief Recruitment Officer for the Department of Health and Human Services.

USDOT/FAA Diversity and Inclusion Forum: On May 17, NAHFE attended the Diversity Forum hosted by the US Department of Transportation. The event featured a workshop *Leveraging the Power of Inclusion through the Secrets of the New IQ* (Inclusion Quotient), by Bruce J. Stewart, Deputy Director, Office of Diversity and Inclusion. Two NAHFE mentors, Tinisha Agramonte and Teresa Nino participated in a Senior Executive Service panel discussion.

National Council of Hispanic Employment Program Managers: NAHFE participated in monthly meetings with the



National Council of Hispanic Employment Program Managers. This is a platform to share information and best practices to

overcome the underutilization of Hispanics in the Federal workforce. On July 12, NAHFE attended the *'Stand and Deliver'* summit hosted by the National Council at the League of United Latin American Citizens national convention. NAHFE also participated in an *Executive Roundtable Discussion and Speed Mentoring* session.

OPM's Hispanic Council on Federal Employment: On June 29 NAHFE attended a meeting of the Office of Personnel Management's Hispanic Council on Federal Employment: *Hiring Excellence Campaign: Connecting with Top Talent*, to attract top talent and hire highly-qualified individuals." OPM's site *Recruitment Policy Studio* provides videos, presentations, online and in-person training, along with other resources related to Federal recruitment.

Federal Training Institute Planning Committee: In July,



NAHFE participated at the 2016 *Federal Training Institute* (FTI) organized by the League of United Latin American Citizen (LULAC). The FTI is a structured career development program for government employees. "In partnership with the

Office of Personnel Management and other Federal agencies, the FTI offers workshops and plenary sessions that enable government employees to enhance their leadership skills and develop the Executive Core Qualifications required for entry to the Senior Executive Service."

National Science Foundation: On September 7, NAHFE



hosted an all-day event focusing on engaging multiple generations in the workforce. The event was organized in collaboration with the

National Science Foundation.

Marketing and Outreach for Hiring: NAHFE shares information about vacant positions or special outreach events organized by our partner federal agencies. Outreach activities include, for example, contacting Special Emphasis Program Managers, using social media such as LinkedIn, and with active participation and communication with other professional organizations.

On September 22, NAHFE Secretary, Ruth Hurtado-Day,



participated as the speaker at the Defense Nuclear Facilities Safety Board in the Hispanic Heritage Month Event.

On November 28, NAHFE attended the White House Summit



on Diversity & Inclusion in Government along with private sector, non-governmental organizations, and academia with the objective of providing a forum for senior leaders to gain clarity on using inclusive strategy and decision-making.

On November 29, NAHFE participated in an event hosted by the National Security Council along with underrepresented communities and Federal employees, academic and research institutions, and the private sector to discuss NSC efforts to promote workforce diversity and inclusion and established networks of professionals across the various sectors.