

Federal Human Resources Performance Accelerator

Course Number: Coaching 9519

Primary Delivery Method: Virtual

Length: 3, 6, or 9 one-hour sessions conducted within 12 months

Course Description:

The Federal Human Resources Performance Accelerator is designed for government HR professionals at all levels who want to enhance their skills and effectiveness through personalized one-on-one sessions with subject matter experts. These tailored sessions provide expert guidance on mission-critical areas such as workforce planning and reshaping, talent acquisition, classification, employee relations, performance management, and statutory and regulatory HR policy compliance. Whether you're navigating complex HR regulations, optimizing workforce strategies, or preparing for leadership roles, these structured sessions will enhance your ability to drive mission-aligned results. Gain practical insights, real-world strategies, and expert-led support tailored to the unique challenges of federal human resources management. Elevate your expertise, enhance your influence, and confidently advance in your federal HR career.

Intended Audience:

HR professionals across federal agencies who want to enhance their skills and effectiveness in essential areas of human capital management. These personalized one-on-one sessions with subject matter experts are tailored to align with your unique role and goals, providing the tools, strategies, and insights needed to excel in your federal HR career. You'll receive targeted support to help you build strong foundational skills, refine advanced HR competencies, or expand your strategic leadership capabilities.

Participants include:

- **HR Specialists & Business Partners** – Strengthen your functional HR expertise, improve advisory capabilities, and develop strategies to support mission-critical workforce needs.
- **Workforce Planners & Talent Acquisition Specialists** – Optimize your workforce strategies, improve recruitment and retention, and align human capital planning with mission-aligned agency priorities.
- **HR Policy Analysts & Program Managers** – Gain deeper insights into federal HR regulations, refine your analytical skills, and develop effective policy implementation strategies.
- **Senior HR Leaders & Executives** – Drive strategic workforce initiatives, enhance organizational effectiveness, and lead transformational HR efforts within federal agencies.

What to Expect:

Each session is focused and results-driven, designed to help you clarify goals, navigate HR challenges, and develop strategies for success in an evolving federal landscape. You set the agenda, prioritizing the essential challenges that matter most to you—whether it's enhancing workforce planning, improving employee relations, optimizing talent acquisition, or ensuring regulatory compliance with federal HR policies. Your expert advisor provides structure, guidance, and actionable strategies to help you solve problems and enhance your impact.

Your Subject Matter Expert tailors each session using strategies designed to help you achieve your goals including:

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- **Technical skill-building** to enhance HR functional expertise
- **Strategic workforce development** to align HR initiatives with agency goals
- **Case-based learning** using real-world federal HR scenarios
- **Problem-solving simulations** to navigate complex workforce challenges
- **Communication and leadership exercises** to strengthen influence and impact

Each session concludes with key takeaways, next steps, and an action plan to ensure continuous learning and application. This results-driven approach empowers federal HR professionals to drive workforce initiatives, enhance organizational effectiveness, and advance their careers with confidence and clarity.

Anticipated Benefits and Outcomes:

These personalized one-on-one sessions provide a transformative experience that sharpens your HR expertise, strengthens strategic thinking, and enhances problem-solving skills, empowering you to drive essential, mission-aligned impact within your agency. Through a combination of real-world application and best practices, you will:

- **Deepen HR Expertise** – Strengthen your knowledge in workforce planning, talent acquisition, classification, employee relations, performance management, and federal HR policy compliance to ensure statutory and regulatory alignment.
- **Enhance Decision-Making** – Apply real-world strategies to navigate complex HR challenges, optimize workforce strategies, and drive organizational effectiveness in mission-critical areas.
- **Improve Leadership Capabilities** – Develop the confidence and skills to lead high-impact, mission-aligned HR initiatives and influence agency-wide workforce planning.
- **Strengthen Communication & Influence** – Effectively brief senior leaders, advocate for workforce initiatives, and communicate HR insights to drive essential organizational change.
- **Ensure Compliance & Mitigate Risks** – Address evolving federal HR regulations, improve policy implementation, and align HR practices with statutory and regulatory government standards.
- **Solve Real-Time Challenges** – Tackle pressing workforce issues such as recruitment challenges, retention strategies, and employee relations disputes while maintaining compliance with federal HR policies.
- **Accelerate Career Growth** – Gain expert guidance and actionable insights to support your long-term success in federal human resources management, positioning yourself as a mission-critical leader in the field.

Each session is structured yet flexible, ensuring immediate, mission-aligned impact while providing practical tools and strategies to help you excel in your HR career.

Follow-On Resources:

- [4938 Federal HR Business Partner Essentials](#)
- [4922 Exceptional Customer Service in Federal HR](#)
- [4906 Federal Workforce Planning](#)