

**FEDERAL MANAGERS ASSOCIATION
85TH NATIONAL CONVENTION & MANAGEMENT TRAINING SEMINAR**



**MANAGEMENT TRAINING
SEMINAR INFORMATION**

**HILTON ALEXANDRIA OLD TOWN
ALEXANDRIA, VA
MARCH 28, 2023**

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Tuesday, March 28, 2023
Hilton Alexandria Old Town
Alexandria, Virginia

- 7:00 AM Breakfast
- 8:00 AM Welcome and Announcements
- 8:05 AM **Change Management**
Jason Sargent, President, Chapter 6, Portsmouth Naval Shipyard
- 8:50 AM BREAK
- 9:00 AM **Navigating the Complexities of Title 5 Leave Programs**
Barbara Haga, President, Federal HR Services, Inc.
- 9:55 AM BREAK
- 10:05 AM **Navigating the Complexities of Title 5 Leave Programs** *(continued)*
Barbara Haga, President, Federal HR Services, Inc.
- 11:00 AM BREAK
- 11:10 AM **The Changing Nature of Work and the Future of the Federal Workforce**
Mika Cross, Federal Workplace Expert and Workforce Transformation Strategist
- 12:00 PM CLOSING REMARKS
- 12:10 PM **FMA Awards Luncheon**
- 1:30 PM **Depart for Tour of Library of Congress**
Transportation on Your Own
- 3:00 PM **Tour Library of Congress**

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JASON SARGENT
960 Superintendent, Portsmouth Naval Shipyard
President, FMA Chapter 6

Jason Sargent started his career at Portsmouth Naval Shipyard in early 1999. He was hired as an apprentice marine pipefitter through a cooperative apprenticeship program. After quickly becoming qualified in almost every area within Shop 56, he rose through the ranks of Work Leader and Supervisor in 2005. After a couple of years supervising crews working primarily on 688 class attack submarines, he assumed the role of general foreman in the nuclear department. In 2009 he was asked to be part of the first VIRGINIA class availability as a zone manager. Jason performed the role of both nuclear and non-nuclear mechanical/piping zone manager including planning the special emphasis jobs (SEJs) for 300N.5 first in class work at PNS. He went on to perform various zone manager roles in various capacities for a number of fast attack submarine availabilities at PNS and various off-yard sites until 2014. In 2014 he became a nuclear Assistant Project Superintendent. In mid-2016 he transitioned to the role of Nuclear Director within Code 960. After honing his nuclear skills, he transitioned back to non-nuclear shop management as the Operations Manager for 960 in late-2018. Jason was selected in 2021 to fill an appointment as 960 Superintendent.

Jason grew up in a small town in the southern coastal area of New Hampshire. He continues to live in New Hampshire just a short distance from the Shipyard. He has a nine year old English bulldog by the name of Xander. Jason spends much of his time outside of work on the golf course or fishing the lakes with friends and family. He has been known to kick back and relax with a good bourbon and a cigar from time to time. Jason has an identical twin brother whom also works in the Pipe Shop as a non-nuclear Shop 56 Zone Manager.

Jason has earned an Associate's degree in Applied Science (HVAC) from New Hampshire Community Technical College, Manchester, New Hampshire, and a Bachelor's of Science degree in Industrial Technology from the University of Southern Maine, Portland, Maine.

Some of his other work-related duties/memberships include:

- Chapter President of the Federal Managers Association, Chapter 6 (3rd term). He has been a chapter member since 2006.
- RERO Dept. HD
- Naval Civilian Managers Association Member
- Seacoast Shipyard Association, executive board member

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BARBARA I. HAGA
President
Federal HR Services, Inc.

Barbara I. Haga is President of Federal HR Services, Inc., a small business established in 2006 to provide HR training, consulting, functional services to Federal agencies. She also serves as an instructor with the Federal Employment Law Training Group (FELTG).

Ms. Haga retired in September 2005 as Head of Organizational Development and Workforce Relations with the NASA Langley Research Center in Hampton, Virginia. In that position she managed the employee and labor relations programs, benefits, the Career Transition Assistance Program and training and development programs for the Center.

From January 1997 through August 2000, she was employed by the Department of the Navy at the Human Resources Service Center, East as the Director of Training. In this assignment she was responsible for training services for 32,000 civilian employees in Virginia and North Carolina. Her previous position was that of a Labor and Employee Relations Specialist at the Office of Civilian Personnel Management, Eastern Region. From 1989 through 1997 she provided guidance and assistance to Navy activities located in the southeastern quarter of the United States on employee and labor relations matters. She was the primary Regional contact for performance management, award programs, and workers' compensation, and in addition, advised activities regarding disciplinary matters and representation before the Merit Systems Protection Board.

A well-known speaker and trainer, Ms. Haga has made a variety of presentations at professional conferences on topics including “Dealing with Deficient Performance: Making Performance Cases Work,” “Absence due to Illness: Sick Leave, FMLA, and Everything in Between,” and “Managing the Unintended Consequences of Technology.” Additionally, she has taught numerous courses on various employee and labor relations topics to HR professionals and to managers both during her federal career and as a contractor. Her courses include Introduction to Employee Relations, Managing Conduct and Performance Issues for Supervisors, and Absence and Leave for HR Practitioners. She is the author of *Federal Sector FMLA: Answers to Frequently Asked Questions* published in 2007 (4th ed. 2015) by LRP Publications and she also writes the monthly “*Leave Advisor Column*” for Cyberfeds. Her second book, *The Federal Manager's Everyday Guide to FMLA*, was published in late 2009 (3rd ed. 2017). She also writes a monthly column for the FELTG newsletter.

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(Barbara Haga, continued)

Ms. Haga is a past National President of the Society of Federal Labor and Employee Relations Professionals (SFLERP), a position that she held from 1991 through 1993 and from 2003 through 2005. She served on the National SFLERP Board in varying capacities from 1991 through 2011. The Society awarded her the 2007 *Lifetime Achievement Award* for Outstanding Contributions to the Federal Labor-Management Relations Program and Dedicated Service to SFLERP

Ms. Haga is a graduate of the University of Virginia, and she received her Master of Public Administration degree from Old Dominion University in May 2006. She co-authored a paper entitled: *System Failure: Implementing Pay for Performance in the Department of Defense's National Security Personnel System* with ODU Professors Roger Richman and William Leavitt which was published in *Public Personnel Management*, the International Personnel Management Association's quarterly journal (Vol 39, No. 3, Fall 2010).

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MIKA J. CROSS
Federal Workplace Expert and
Workforce Transformation Strategist

Mika J. Cross is a distinguished human capital expert, transformational workplace strategist and innovator.

She is known on a national scale for implementing precedent-setting, federal government-wide human capital policy and workplace initiatives to implement telework, wellness and remote work policies across the United States Intelligence Community, post 9/11, and she designed and implemented award winning remote and flexible work programs across the Executive Departments and Executive Branches of government having served at the U.S. Department of Agriculture, the Office of Personnel Management and the U.S. Department of Labor, among others.

Serving as the Vice President of Employer Engagement and Strategic Initiatives at FlexJobs, Mika worked with business executives across private, public, and non-profit sectors to customize their talent management capabilities, establish recruitment/marketing brand strategy and develop workforce planning and sustainable flexible, remote and hybrid work policy strategies for attracting, recruiting, hiring, and retaining top talent.

In December 2021, Mika testified as an expert for the Senate Hearing on the **Future of Federal Work** for the Subcommittee on Government Operations (Committee on Oversight and Reform). Mika is also featured as a recurring expert on the ABC/7 [Government Matters](#) TV show, and she volunteers her time with the Greater Washington Board of Trade Connected DMV Work Group, as well as with the Advanced Technology Academic Research Center (ATARC) Digital/ Workforce Transformation Work Group.

Mika is a proud U.S. Army veteran, having served as both a commissioned officer and enlisted soldier and is a native of rural Maine.

You can learn more about her work at www.mikacross.com.

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