



## FEDERAL MANAGERS ASSOCIATION MANAGEMENT TRAINING SEMINAR

Tuesday, March 26, 2024  
Hilton Alexandria Old Town  
Alexandria, Virginia

- 7:00 AM Breakfast
- 8:00 AM Welcome and Announcements
- 8:05 AM **Generation Why**
- By 2030, Generation Z will make up 30% of the American workforce while Baby Boomers will be almost entirely retired.
  - Baby Boomers doubted Gen X, Gen X doubted Gen Y, and everyone doubts Gen Z
  - The doubts are actually similarities shared across the generations that just go unnoticed and underutilized
  - Through understanding our past similarities, we can pivot as managers to leverage the talent of future generations in the workforce
- Adam Henckler**, Chapter 6, Portsmouth Naval Shipyard
- 9:00 AM BREAK
- 9:10 AM **Walking the Walk on Merit System Principles**
- Empowering federal managers when dealing with personnel issues by demystifying the merit system and providing a roadmap of their resources.*
- Explanation and Brief Legislative History
  - Real Relationships and Real Application - Discipline
  - Flexibility, Advice and Exceptions
  - How to Do the Right Thing without Putting Yourself at Risk
  - Personal Connection
- Conor Dirks**, Partner, Shaw, Bransford & Roth
- 10:00 AM BREAK
- 10:10 AM **Decisions. The Big Ones and Not So Much.**
- Today's complex environment requires leaders to make decisions every day, all day. But the decisions we make are often hampered by personal, cultural, or institutional forces. And let's face it, they're all important. Or are they? How do we distinguish between the decisions upon which we should focus and those that are perhaps less imperative? The answer may surprise you.*
- Zina Sutch**, Assistant Administrator at the Small Business Administration  
**Patrick Malone**, Director, Key Executive Leadership Programs, American University
- 11:10 AM BREAK
- 11:20 AM **The Adjacent Possible**

*Integrating traditional process improvement, employee engagement, and new technology to improve your mission and add new capabilities*

-Improvement Strategy for West Coast Strategic Deterrence

-A History of Innovation in the Private Sector That Inspired the World

-Strategies To Inspire and Engage Your Workforce at Every Level

-Preparing To Leverage AI and Other Disruptive Technologies

**Vincent Stamper**, Transformation Program Manager, Trident Refit Facility  
Bangor, FMA Region 4 Director, Chapter 14 Treasurer, Puget Sound Naval Shipyard

12:15 PM CLOSING REMARKS

12:20 PM **FMA Awards Luncheon**

1:30 PM **Depart for National Archives**

*Metro Yellow Line – 7 stops to Archives/Navy Memorial Station*

Afternoon **Tour National Archive**

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