

WRIPAC Meeting Agenda
Thursday, January 26th & Friday, January 27th, 2012
Crowne Plaza Anaheim Resort, Anaheim, CA

Thursday, January 26, 2012

8:00 a.m. to 8:30 a.m. Coffee/Networking

8:30 a.m. -8:45 a.m. Opening Remarks
Lisa Jenkins, WRIPAC President (City of El Segundo)

8:45 a.m. – 9:00 a.m. Introductions (Individuals and Agencies Present)

9:00 a.m. – 10:00 a.m. [HR Metrics: Building a Scorecard that Measures Impact and Success](#) - Shelley Langan

As organizations strive to utilize their human resource talent effectively and efficiently to maximize operational and business acumen in this time of workforce challenges and talent crises, do we as HR professionals and practitioners know how to measure our successes with these efforts and what the role of a strategic HR function looks like? This presentation will explore an integrated approach to HR management that aligns the mission and strategies of the organization with its HR practices and talent management efforts, focusing on identifying meaningful, measurable outcomes for HR activities. Through discussion of research, current literature, and best practices, HR scorecarding will be introduced, and strategies for determining the value of various key HR practices will be explored. We'll view HR in a whole new light and with a whole new seat at the organization's table of success!

[Shelley Langan, Chief of Employment and Outreach, California Correctional Health Care Services](#)

Shelley Langan, IPMA-CP, has more than 20 years of experience within a broad range of recruitment, testing, and assessment arenas including workforce planning, recruitment and retention, job analysis, test validation, test development and administration, employee relations, and human resource program evaluation. She is currently the Chief of Employment and Outreach for the California Correctional Health Care Services. Prior to joining Correctional Health Care Services, Ms. Langan worked for CPS Human Resource Services, the California State Personnel Board, and the Sacramento Municipal Utility District. She is a frequent speaker and instructor on numerous assessment and human resource topics, as well as being active in a number of professional organizations. She is a past-President and board member of the Personnel Testing Council of Northern California and the 2012 President-Elect of the International Personnel Assessment Council (IPAC).

10:00 a.m. – 10:15 a.m. Morning Break

10:15 a.m. – 11:30 a.m. Roundtable Discussion
Attendees are encouraged to come prepared with issues and questions that their agencies are currently facing to bring to the group for discussion.

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Thurs., January 26, cont.

11:30 a.m. – 11:45 a.m.

Overview of Committees/Innovations Project Teams

An overview of the Committee and project work of WRIPAC where we will discuss the participation requirements for members, information and opportunities to contribute for guests, and introduce each Committee Chair of Project Team Lead. Examples of committees include Documentation, Training and Programs, Marketing, Leadership Development, New Members, etc.

Committee and Project Team meetings will take place on Friday morning.

11:45 a.m. - 1:15 p.m.

Lunch Break

New Members are invited to participate in the New Members' Lunch (Location to be announced; non-hosted).

1:15 p.m. – 3:15 p.m.

Continuation of Roundtable Discussion

3:15 p.m. – 3:30 p.m.

Afternoon Break

3:30 p.m. – 4:30 p.m.

ROI – Demonstrating your Value – Dr. Warren Bobrow

Testing professionals have always had to demonstrate the value of the services we provide. In some environments, like sales, it's straight forward. In most others, including the public sector, it's more difficult. In the face of shrinking budgets, reductions in staff, and increasing legal requirements, it's important to find creative ways to ensure that the investment in high-quality, job-related testing doesn't get thrown on the list of ways to trim our budgets. In this presentation we'll talk about alternatives to demonstrating Return on Investment (ROI) beyond job performance and discuss different methods of making the value of assessment shine.

Dr. Warren Bobrow, All About Performance

Warren Bobrow, Ph.D. specializes in employee selection, manager assessment, structured interviews, and opinion surveys. Dr. Bobrow has worked in a diverse range of industries, including the public sector, customer contact centers, finance, health care, petroleum, retail, distribution, telecommunications, utilities, and throughout North America, Europe and Asia. He strives to create assessment programs designed to meet specific client needs that are easily managed. Warren has his Ph.D. in industrial and organizational psychology from the University of Tennessee and his B.A. in psychology from the University of California, Irvine. He's a licensed psychologist in the state of California.

Evening Activities:

Hospitality Suite

Immediately following the meeting, come to our designated suite (room number to be announced at meeting) where cocktails and refreshments will be provided.

6:00 p.m.

Dr. Wripac: Social Networking Event: Fire + Ice at the Anaheim Garden Walk

Please join us for appetizers, drinks, and great company (flyer to be distributed; money to be collected at meeting).

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8:30 a.m. – 8:45 a.m.

Reconvene Meeting

8:45 a.m. – 9:45 a.m.

Merit's Role in the Diversity/Engagement/Productivity Puzzle – Dr. Jeff Feuquay
With the help of attendees, Feuquay will examine diversity, engagement and productivity both as means of achieving organizational goals and as organizational goals, in and of themselves. The conclusions reached by the group will be integrated with the concepts driving the "hot, new" strategic HR initiative to determine the implications for merit-based systems. Simply, we will try to figure out what enduring factors should be driving merit systems, and which ones we should just pretend to be concerned about.

Dr. Jeff Feuquay, Managing Consultant, Psychology-Law Center

Over his 30-year career as an I/O Psychologist and Attorney, licensed in two states, Dr. Feuquay's experience ranges from developing a program evaluation model for the Jordanian Ministry of Education under the auspices of the World Bank and United Nations, to Chief I/O Psychologist for the State of Oklahoma, to Big 12 university professor, to arguing cases in federal and state trial and appeal courts and the U.S. Supreme Court. Jeff is the winner of the 2011 Bemis Memorial Award, the only two-time president of IPAC/IPMAAC, and a frequent keynote and invited speaker at national and regional professional conferences. His passion is advocating on behalf of neglected and abused children. Off-duty time is spent playing with grandkids, riding his Heritage Springer, flying his plane, and writing – primarily speculative fiction and children's stories. He recently completed training and began serving as a Certified Barbeque Judge for the Kansas City Barbeque Society, for which he is paid in very tasty chicken, ribs, pork butt and brisket.

9:45 a.m. – 10:30 a.m.

Committee Meetings/Innovations Project Teams

Members are required to actively participate in a WRIPAC committee. Guests are invited and encouraged to attend a committee meeting of interest (Overview of committees presented on Thursday).

10:30 a.m. – 10:45 a.m.

Presentation of Implementation Plans

Each committee will present the implementation plans determined in their committee meetings.

10:45 a.m. – 11:00 a.m.

Morning Break/Hotel Check-out

11:00 a.m. – 12:30 p.m.

Business Meeting

Attendance at this meeting is required in order for your participation to be counted for membership purposes. As a reminder, you must attend 2 meetings in a row to become a member and 2 out of the 3 meetings per year to maintain membership.

12:30 p.m.

Adjournment: *Thank you for coming! See you in San Jose May 9th – 11th, 2012!*