



Office of the  
Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

May 5, 2005

**MEMORANDUM FOR CHIEF HUMAN CAPITAL OFFICERS**

FROM: DAN G. BLAIR,  
ACTING DIRECTOR

SUBJECT: Human Capital Flexibilities for Competitive Sourcing Symposium

As part of our continuing efforts to provide training and assistance on human capital management strategies, I invite you and designated staff to participate in a Human Capital Flexibilities for Competitive Sourcing Symposium. This symposium will be held on Wednesday, May 11, 2005, in the Campbell Auditorium at the Office of Personnel Management, 1900 E Street, NW, Washington, DC 20415. Registration begins at 8:00 a.m.; the program will begin promptly at 9:00 a.m. and will end at approximately 12 noon.

We believe that competitive sourcing activities, like all workforce planning actions, should be grounded in the principles of strategic management of human capital. Furthermore, agencies should broaden their perspectives as they develop their workforce reshaping and restructuring strategies. In addition to the options of voluntary early retirement authority and voluntary separation incentive payment, agencies should also consider the alternative flexibilities that are available to them, including those that can be used to offer "soft landing" for employees. Some of these flexibilities may be particularly pertinent to those employees interested in continuing their careers in public service. It is important that agencies begin to incorporate these flexibilities into their human capital planning. This symposium is designed to assist agencies in these activities.

We look forward to a lively and useful forum. Given limitations on space, please let us know by May 9, 2005, how many participants you plan to send by contacting Ms. Tranell Hall at 202-606-1531 or [tranell.hall@opm.gov](mailto:tranell.hall@opm.gov).

cc: Human Resources Directors  
Chief Financial Officers  
Chief Acquisition Officers  
Chief Information Officers

CON 131-64-4  
April 2004