

HOW NASPE CAN HELP

If you are seeking innovative state Human Resources solutions, NASPE can help.

We can:

- Share data gleaned from our member states.
- Provide contact information to HR Directors and professionals in your home state.
- Provide contact information to vendors.
- Share real-life success stories where states have devised innovative, award-winning solutions to common problems.

Our resources include:

- NASPE Architectural Survey
- NASPE Whitepapers
- NASPE ListServe
- NASPE Executive Committee
- NASPE Workforce Issues Committee

ABOUT THE NATIONAL ASSOCIATION OF STATE PERSONNEL EXECUTIVES

The National Association of State Personnel Executives (NASPE) provides a collaborative forum for State HR leaders to share effective leading practices.

We are the authority on leading Human Resources practices and strategies focused on developing an effective state workforce.

**To book a speaker, contact
Leslie Scott at lscott@csg.org or
Amy Maddox at amaddox@csg.org.**



STATE GOVERNMENT'S MOST VALUABLE RESOURCE: ITS EMPLOYEES

Let the **National Association of State Personnel Executives** help you to navigate the landscape of state employee workforce challenges.





National Association of State Personnel Executives



“More than 7,000 South Dakotans are public servants under my direction in the Executive Branch, and I am surrounded by some of the hardest working and most dedicated employees to be found in any organization.”
-Gov. Dennis Daugaard, SD

FOCUSED ON THE STATE GOVERNMENT WORKFORCE

The State Workforce Issues Committee of NASPE defines the most pressing issues facing today’s workplaces via researching current published articles and studies on the topic and by drawing from NASPE members’ individual experiences in their roles as state HR executives.

Committee members are keenly interested in answers that peers and other executives in state government give to the following questions:

- What is your biggest workforce challenge?
- What are your potential roadblocks?
- Have you tried anything at your agency or in your division that HR has assisted you with that worked and that you would be willing to share?
- What does a successful relationship with HR look like?

Our presentations are fluid to reflect the dynamic answers to these questions, but main themes continue to be relevant: Talent, Culture, Strategic Alignment and Technology.

WHY LISTEN TO HR?

- The success of an organization is dependent on the ability of its workforce to accomplish its goals. The Human Resources function continually focuses on this workforce.
- HR adds value to an organization by understanding the mission and vision of the organization and the impact that external forces place upon it.
- HR practitioners forge strategic partnerships within and outside the organization.
- The HR department has a quiver of talent and skillsets that work toward having an effective and engaged workforce by supporting culture, promoting learning, and ensuring legal and ethical compliance.

NASPE IS THE AUTHORITY

In order for state governments to fully implement strategies to address workforce issues, executive leaders of the State must view the workforce as a strategic priority.

In state government settings this begins with the sponsorship of the governing body, which include the Governor, Legislature, Civil Service Commissions and Boards.

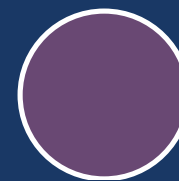
NASPE’s speakers can reach these groups and impress the importance of giving Human Resource Executives a “seat at the table.”



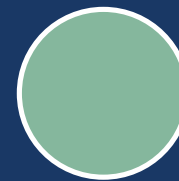
TALENT



CULTURE



STRATEGIC ALIGNMENT



TECHNOLOGY