

# Lego Group: Building Strategy

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**PEOPLE, PROCESS, AND PURPOSE**

"When government has the right people, and the right system, and the right intentions, many good things are possible. The trick is knowing which ones they are."  
 -Alan Ehrenhalt

<b>Introduction</b>	<b>Challenges in getting and managing the right people</b>	<b>Basic definitions</b>
<b>The structure and role of justice resources</b>	<b>History and institutional context</b>	<b>Reforming government in the Clinton, Bush, Obama Years</b>
<b>State and local level</b>	<b>Human resource management principles</b>	<b>Ethics and social management</b>



**WHAT DOES THE COURSE?**

- THE COURSE IS DESIGNED, DEVELOPED, & MANAGED BY THE LEGAL SYSTEM
- INTRODUCES THE TOPICS OF LEGAL MANAGEMENT AND ORGANIZATIONS IN PUBLIC SERVICE HISTORY
- LEARNED FROM THE PAST APPLY TO MANAGEMENT IN THE PRESENT
- CONTRIBUTIONS BY ROBERT KENNEDY
- HOW LEGAL INFLUENCE GOVERNANCE
- EXTERNAL INFLUENCES REGISTER TO THE MANAGEMENT

**QUESTIONS? TIME FOR JEOPARDY!**

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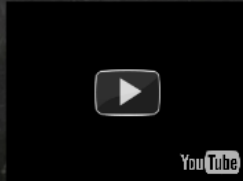
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### PEOPLE, PROCESS, AND PURPOSE

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Introduction	Challenges in getting and managing the right people	Basic definitions
The structure and role of justice resources	History and institutional context	Reforming government in the Clinton, Bush, Obama Years
State and local level	Human resource management principles	Ethics and social management



WHAT DOES THIS COURSE?

- THE HISTORY, STRUCTURE, ENVIRONMENT, PURPOSE, & ORGANIZATIONAL OF THE MANAGEMENT
- INTRODUCTION TO THE TOPIC OF SYSTEM
- MANAGEMENT AND ORGANIZATIONAL IN PUBLIC SERVICE HISTORY
- LEARNED FROM THE PAST ABOUT THE MANAGEMENT OF THE PRESENT
- CONTRIBUTIONS OF ROBERT ROYCE
- HOW PUBLIC SERVICE ORGANIZATION
- EXTERNAL ENVIRONMENTAL SUPPORT OF THE MANAGEMENT

QUESTIONS?  
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Introduction

Challenges in  
getting and  
managing the  
right people

Basic  
definitions

The structure  
and role of  
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Historic and  
institutional  
context

Reforming  
government in  
the Clinton,  
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years

State and  
local level

Human  
resource  
management  
principles

Ethics and  
moral  
management



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# THE PUBLIC SERVICE HERITAGE

## INTRODUCTION

- PURPOSE IS TO FIND WAYS TO MAKE LIFE EASIER FOR EMPLOYEES WHILE ENHANCING PERFORMANCE
- WHAT IS HUMAN RESOURCE MANAGEMENT?
- NEW APPROACHES AND REFORM
- REAL LIFE EXAMPLES OF AN EVERYDAY HR DIRECTOR

## CHALLENGES

- CHANGING WORKFORCE
- DECLINING CONFIDENCE IN GOVERNMENT
- DECLINING BUDGETS
- RIGHTSIZING AND DOWNSIZING
- DEMANDS FOR PRODUCTIVITY GAINS
- EMERGING VIRTUAL WORKPLACES
- DECENTRALIZATION

## BASIC DEFINITIONS

- PERSONNEL ADMINISTRATION
- HUMAN RESOURCE MANAGEMENT
- STRATEGIC HUMAN RESOURCE  
MANAGEMENT
- CIVIL SERVICE

## STRUCTURE AND ROLE OF HR

- CENTRALIZED HR
- DEVOLVED MODEL
- DECENTRALIZED MODES
- MULTIPLE SPECIALIZED UNITS
- OUTSOURCED MODEL
- VARIETIES AND PLACEMENT OF DEPARTMENTS