

**Members:****Co-Chairs**

Jacque Galan (ECY)  
Steve McLain (DOR)

**Members**

Marie Barnes (ESD)  
Becky Daniels (PARKS)  
Tracy Dunn (DEL)  
Richard Gobble (DCFY)  
Ray Hicks (OSPI)  
Dan Myers (OFM)  
Jeremy Satre (DSHS/HRD)  
Phil Wilson (DSHS/HRD)

**Support Staff:**

Emily Beaulieu (OFM)  
Walt Jones (OFM)

## **Charter Washington State Human Resource (HR) Development Working Committee**

The Committee serves as the state's HR practitioner development advisory and coordinating group. The committee works collaboratively with the HR community, OFM State HR and agency HR offices to support strategic HR development efforts across state government.

**Purpose:**

The Committee provides leadership for HR practitioners and managers across state government on the topic of HR development. It will provide feedback and input, develop recommendations, and make decisions—where delegated—on HR development strategy.

**Goals:**

- Ensure HR practitioners in Washington State have the HR knowledge, skills, and abilities to contribute to the success of the overall organization and the accomplishment of its workforce goals.
- Develop a 'bench' of HR practitioners who are prepared to take over mid-level and senior HR management roles.

**Focus:**

- Develop and finalize HR Technical Disciplines for the HR community
- Be advocates within our own agencies to implement the HR Core Competencies
- Conduct outreach, provide updates and engage with the statewide HR community to support the adoption of the HR Core Competencies and Technical Disciplines
- Recommend enterprise HR development priorities, policies, and strategies

**Role of participants:**

- Engage in discussions on enterprise HR development issues to represent full enterprise perspective
- Relay information to the HR Community and internal agency stakeholders and gather information/feedback from those stakeholders as needed
- Actively participate in meetings
- Provide specific expertise, including identifying emerging HR development issues
- Champion solutions that benefit the enterprise
- Facilitate the completion of HR Technical Disciplines
- Individual members commit to a similar amount of time on a monthly basis for sub-committee and/or individual contribution work

**Schedule:**

- The committee agrees to meet once every month