

Flash Mentoring
USS Barry, Washington Navy Yard
November 8, 2012

Speakers



The Honorable Juan M. Garcia, III
Assistant Secretary of the Navy
Manpower and Reserve Affairs

Juan M. Garcia, III was confirmed as the assistant secretary of the Navy (Manpower and Reserve Affairs) on Sept. 16, 2009. In this capacity, he acts on matters pertaining to manpower and personnel policy within the Department of the Navy including issues affecting active duty and Reserve Sailors, Marines, and Department of the Navy civilians.

Garcia is an attorney, a former Texas state representative, and a second-generation naval aviator. Garcia, whose family hails from South Texas, was born May 27, 1966. He graduated from UCLA in 1988, and gave the student commencement speech. Garcia earned a Juris Doctorate from Harvard Law School and a Master of Arts from Harvard's John F. Kennedy School of Government in 1992. After graduation, Garcia reported to Aviation Officer Candidate School and flight training, earning his "Wings of Gold" at Naval Air Station (NAS) Corpus Christi, Texas.

Garcia served in Patrol Squadron 47 out of NAS Barber's Point, Hawaii, and completed deployments to the Persian Gulf and Western Pacific. Garcia also served overseas as flag aide to the deputy commander, U.S. Naval Forces Europe in London, deploying as part of Operation *Allied Force* during hostilities in Kosovo. From 1999 to 2000, Garcia was selected to be a White House fellow, serving as a special assistant to the Secretary of Education. Garcia then reported for sea duty aboard the aircraft carrier USS *Constellation* (CV 64), qualifying as officer of the deck (underway). In 2002, Garcia returned to the air as a flight instructor with Training Squadron 27 at NAS Corpus Christi.

Garcia left active duty in 2004, and transferred to the Navy Reserve. He served as the commanding officer of Reserve Training Squadron 28 at Corpus Christi until becoming Assistant Secretary of the Navy (M&RA) in October 2009.

Garcia practiced law with a Corpus Christi firm beginning in 2004. In 2006, he was elected to the Texas House of Representatives, and represented the 32nd District from 2007 to 2009, serving on the Defense and Veteran's Affairs Committee. He is a member of the Council on Foreign Relations.



Patricia C. Adams

Deputy Assistant Secretary of the Navy
Civilian Human Resources

Ms. Adams is the senior advisor to the Under Secretary of the Navy and the Assistant Secretary of the Navy (Manpower and Reserve Affairs) on policies and programs impacting the civilian workforce. Since joining the Department of the Navy (DON) in June 2003, Ms. Adams has been directly involved in implementing the Secretary's Human Capital Strategy to inspire, develop, compensate, shape, and manage our workforce; streamlining management of the Department's Senior Executive Service; leading the efforts of the Executive Diversity Advisory Council; and improving human resource services, ensuring that they are responsive to Naval priorities and support mission accomplishment.

As the HR Community Leader, Ms. Adams is responsible for leading implementation of the DON's new HR service delivery structure. This approach, which realigns ownership of HR resources to the Commands, allows for improved accountability throughout the community – ensuring core HR functions are properly executed and making it easier to deploy common processes. She is also establishing a HR talent management process to assess current competencies against the required skill sets for the community moving forward. Under Ms. Adams' leadership, Career Lifecycle Management of Senior Executives was established within DON. This deliberate approach for addressing the lifecycle elements – position management, selection, succession planning, development, and performance management – has helped DON produce the best civilian career leadership cadre possible. The Talent Management Panel process, implemented in 2009, creates succession plans for key DON executive positions and provides feedback to all executives on executive strengths, portfolio gaps, career plans and development needs.

A 2008 Presidential Rank Award recipient, Ms. Adams is a National Certified Counselor specializing in the area of career transitions and the implications of career transitions for job and life planning. She is a member of the Society for Human Resource Management, Human Resource Planning Society, Human Resource Leadership Forum, and Senior Executive Association.



Kathryn Medina

Executive Director

Chief Human Capital Officer's Council

Kathryn Medina was appointed Executive Director of the Chief Human Capital Officers (CHCO) Council in 2009. In this role, she oversees the broad portfolio of Council activities, working closely with its members and stakeholders to execute its strategic goals. The CHCO Council is responsible for leading the strategic management of human capital for the federal workforce of 1.9 million employees. Ms. Medina also serves as the first Provost for

HR University, the federal government's central source of HR training and development. Ms. Medina has over fifteen years of experience in human resources and business administration, with a primary focus on strategic management, organizational and HR development, and performance management.

Ms. Medina earned her B.S. in Business Administration, summa cum laude. She holds a Master of Education in Global Human Resource Development from the University of Illinois at Urbana-Champaign, and earned her Lean Six Sigma certificate from Villanova University. She has also been a certified Senior Professional in Human Resources (SPHR) since 2006. In 2011, Ms. Medina was honored for her work on HR University, with a Federal News Radio Causey Award, which recognizes those who have made significant contributions to federal human resources.

Ms. Medina is a member of the Society for Human Resource Management and the Academy of Human Resource Development. She has served on several advisory boards and is also a member of the Georgetown University faculty where she teaches strategic human capital management in the Masters of Human Resource Management Program.