



FACT SHEET

The Human Capital Strategic Plan

DESCRIPTION

This submission is for executive leadership action that demonstrates a strong commitment to excellence in ethics program management and building an ethical culture in the Office of Inspector General (OIG). The executive leadership created a Human Capital Advisory Committee to formulate a strategic plan to ensure the agency was prepared to successfully perform its mission in the future. There were four primary goals to: 1. Develop World Class Leaders; 2. Inspire Engaged and Mission Ready Workforce; 3. Cultivate a Culture That Positively Impacts Public Trust; and 4. Promote Integrated Talent Management. Goal 3 was an action designed to foster an ethical culture in OIG. An objective of goal 3 was to “demonstrate the OIG’s commitment to the highest standards of integrity, efficiency and effectiveness.” A strategy to achieve this goal was to “develop a Code of Ethical and Professional Standards for OIG Employees around our values and develop a way to communicate and train the workforce on what it actually means in the OIG culture.” The result of these efforts was a campaign called “Ethics Counts.” Numerous articles were published and highlighted on the main inter-agency web page addressing various ethics issues. Leaders and supervisors made a concerted effort to emphasize that ethics counts in the performance of every employee’s official duties. By incorporating ethics in the Human Capital Strategic Plan, OIG executive leadership demonstrated resolve to build a spirit of organizational integrity to foster public confidence and trust in OIG operations.

PURPOSE

The incorporation of ethics in the agency's Human Capital Strategic Plan demonstrated a vision and sincere commitment to an ethical culture of individual and organizational integrity.

PRODUCT ADAPTABILITY

This submission is not a product that is transferable but rather an example of visionary and effective ethical leadership for others to emulate.

AGENCY CONTACT

Keith L. Williams, Alternate Agency Ethics Official

keith.williams@dodig.mil

703-604-8350