



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

December 15, 2022

**Memorandum For Heads of CFO Act Agencies and Chief Human Capital Officers**

FROM: Kiran A. Ahuja  
Director

Subject: FY2023 Human Capital Reviews

Managing human capital effectively and efficiently requires leading at an enterprise-wide level, implementing effective policies and programs, and having a robust evaluation system. As the President's human capital management agency, OPM will conduct the next round of Human Capital Reviews (HCR) starting in March 2023. The HCR is OPM's evidence-based review of agency human capital management practices and activities and is designed to improve human capital outcomes in support of organizational performance. OPM invites you to have members of your executive staff engage in interactive dialogue to identify and share successful practices, crosscutting organizational challenges and root causes within your agency, and leverage OPM's partnership to develop solutions.

For FY2023, HCRs will focus on human capital results achieved and any challenges linked specifically to goals in agency Human Capital Operating Plans and the President's Management Agenda, Priority 1, *Strengthening and Empowering the Federal Workforce*, which includes having strong systems in place to hire, retain, and develop people needed for mission accomplishment. Included will be a discussion of Agency progress in enhancing recruitment, ensuring succession planning and knowledge transfer occur, and building a diverse and inclusive workforce, all priorities in the Federal Workforce Priority Report. Finally, agencies will have the opportunity to showcase agency human capital accomplishments, and address both agency specific and Governmentwide human capital needs and concerns that may be affecting mission accomplishment.

As planning efforts are underway, we ask that you identify one point of contact (POC) for your agency with whom OPM will coordinate the agenda and executive participation for your agency's HCR. This POC should be well positioned in your agency to identify and invite key executives to participate in the HCR based on their responsibilities and the subject matter being discussed.

In addition, to help OPM develop the HCR agenda for your agency, please identify any specific topics you would like to include in the conversation by completing the attached *Human Capital Review Meeting Agenda Request for Topics* form. We want to reemphasize that the HCR is your agency's opportunity to engage with OPM in candid conversation about your agency's successes and challenges in implementing strategies designed to strengthen the Federal workforce and achieve human capital objectives, as well as receive focused, high-level, feedback and assistance from OPM.

Please provide the name of your agency point of contact and the completed topic form to Ms. Ana A. Mazzi, OPM's Principal Deputy Associate Director for Merit System Accountability and Compliance, no later than January 11, 2023, at [Ana.Mazzi@opm.gov](mailto:Ana.Mazzi@opm.gov). We look forward to working with you to improve your human capital results. For questions related to the review process, please contact Ms. Mazzi at (202) 606-4309 or the email address above.

Attachment

cc: HR Directors