

## **Action Plan for Goals & Objectives for the Huntsville-Madison County BIG Chapter 2016-17**

### **Action**

1. Develop workshop on resume writing.
2. Sponsor lunch and learn on job vacancy announcements
3. Implement mentoring services program as needed for members (use seasoned, experienced BIG members who have achieved success)
4. Sponsor lunch and learn program on proven promotion strategies
5. Compile Information on agency nuance identifiers and disseminate to members.
6. Compile Information on influential management identifiers and disseminate to members.
  
7. Sponsor programs on career choices, General professional development topics for various careers Advancement opportunities, Employee rights issues and Personal non-career opportunities (finance, medical, etc.)
8. Schedule Networking matinees
  
9. Conduct Hiring Workshop at Alabama A&M University
10. Conduct Hiring Workshop at Oakwood University
11. Conduct special training to educate college students on OPM Pathways Program
12. Non-collegiate youth activities
13. Entertainment events

### **Definitions**

#### **Tiers**

Tier 1 (Target Audience = BIG Chapter Members)

Tier 2 (Target Audience = Federal, State & Municipal Employees in Huntsville-Madison County)

Tier 3 (Target Audience = The general public)

#### **Actions**

1. Workshops = Short presentations or hands-on instruction on career beneficial topics
2. Lunch & Learns = Brief workday presentations on any topics of interest to the workforce
3. Mentoring = Informal one on one consulting & guidance on career & technical development.
4. Agency Nuance Identifiers = Overall Agency data & reputation for favorable or unfavorable employee promotion & hiring practices, training & travel opportunities, management\supervisory ratios, EEO complaints\trends, and agency career viability based size, type, age, and budget per official reportage and member feedback.
5. Influential Managent Identifiers = Individual or sub-agency component data & reputation for consistent favorable, unfavorable or influential impact on minority employee career advancemnet, promotion & hiring practices as reported by media, awards, official reportage and member feedback.

**BIG Goals & Objective**

1. To be an advocate of equal opportunity for blacks in government.
2. To eliminate practices of racism and racial discrimination against blacks in government.
3. To promote professionalism among blacks in government.
4. To develop and promote programs which will enhance ethnic pride and educational opportunities for blacks in government.
5. To establish a mechanism for the gathering and dissemination of information to blacks in government.
6. To provide a non-partisan platform on major issues of local, regional, and national significance that affect blacks in government.

<b>Tier</b>	<b>BIG Goals</b>	<b>Responsible Lead</b>	<b>Target Date</b>
1	3	Norman	
1	3	Erskine\Hawkins	
1	3	Hawkins	
1	3	Wilson	
1	5	Whitaker	
1	5	Peoples	

2

2

3

3

3

3

3