

**President's Management Council**  
**INTERAGENCY ROTATION PROGRAM**

*The PMC Interagency Rotation Program enables emerging Federal leaders to expand their leadership competencies, broaden their organizational experiences, and foster networks they can leverage in the future.*

### Rotation Experience Description

<b>Department/Agency:</b>	<i>U.S Office of Personnel Management</i>		
<b>Component:</b>	<i>HR Solutions, HR Strategy and Evaluation Solutions, Workforce and Succession Planning</i>		
<b>Organizational Mission/Role:</b>	<p>Workforce and Succession Planning (WFSP) Solutions is a consulting group within OPM's HR Solutions (HRS), a reimbursable organization that provides strategic human resources solutions to help transform agencies into high performing organizations. WFSP conducts and integrates human capital management initiatives to make organizations and people better equipped to meet their mission. Our cadre of expert industrial/organizational psychologists, human resources consultants, and management analysts assist agencies in conducting analyses to identify skills gaps, develop and implement programs to close those gaps, and evaluate the effectiveness of programs. This work includes strategic alignment, competency modeling and gap analysis, workforce analysis, career pathing, knowledge management, mentoring, and succession planning. Many projects require blended solutions to meet client needs. WFSP constantly evaluates the needs of clients and integrates and oversees multiple sections' work to ensure projects provide the full scope of HCM solutions.</p>		
<b>Rotation Title:</b>	<i>Workforce and Succession Planning Consultant</i>	<b>Required Clearances:</b>	<i>None</i>
<b>Number of Positions:</b>	<i>1</i>	<b>Office Address:</b>	<i>601 E. 12<sup>th</sup> Street Room W139 Kansas City, MO 64106</i>
<b>GS Level:</b> <i>(13, 14, and/or 15)</i>	<i>GS-13 or 14</i>		
<b>Supervisor Name, Title:</b>	<i>Randall S. Lohman, Manager, Workforce and Succession Planning</i>	<b>Agency Point of Contact:</b>	<i>Randall S. Lohman</i>
<b>Supervisor Email:</b>	<i>Randall.lohman@opm.gov</i>	<b>POC Email:</b>	<i>same</i>
<b>Supervisor Phone:</b>	<i>202-369-8694</i>	<b>POC Phone:</b>	<i>same</i>
<b>Available workplace flexibilities:</b>	<i>AWS Flexible or Compressed Schedules; Telework</i>		
<b>Description of Development Opportunity: 1. Projects, Roles, and Responsibilities / 2. Anticipated Accomplishments</b>			

HR Strategy provides for the integration of many talent management activities to improve people and organizations across the Federal government. This opportunity will allow you to work alongside managers and staff assigned to various ongoing projects including career path planning, succession planning, workforce planning with competency modeling and gap analysis, knowledge management, mentoring, and / or organizational design and development. You may also be part of a specialized internal research project working with experts in the fields of performance management, organizational design, workforce planning, or succession planning to improve or streamline methods and tools. With the help of experts within these fields, you will provide significant input into finding ways to improve how we conduct and deliver a specific product or service. The goal is to streamline, automate, or enhance data gathering, consolidation, and reporting on strategic human capital management solutions. These experiences are designed to expand your understanding of the strategic nature of Human Capital Management and how it is crucial to mission accomplishment in the Federal sector. It will broaden your perspective about the challenges facing human resources managers and specialist and opportunities that exist improve the way government leads and manages its most valuable resource, people.

10/24/2013

**Developmental Goals: Please select 2-3 primary Executive Core Qualifications (ECQs) that the participant may cultivate on this assignment.** For more information about ECQs, please visit [www.opm.gov/ses/recruitment/ecq.asp](http://www.opm.gov/ses/recruitment/ecq.asp).

<b>ECQs (check all that apply):</b>		<b>Please provide comments about how this assignment relates to the ECQs and will provide a meaningful work experience for the participant:</b>
Leading Change	<input checked="" type="checkbox"/>	The assignment will provide extensive experience related to Business Acumen with emphasis on human resources and financial management and Results Driven, with heavy focus on entrepreneurship, customer service, and problem solving. Additionally the assignment provides experience in Leading Change, specifically encouraging innovation and implementation of new processes and systems.
Leading People	<input type="checkbox"/>	
Results Driven	<input checked="" type="checkbox"/>	
Business Acumen	<input checked="" type="checkbox"/>	
Building Coalitions	<input type="checkbox"/>	

**The PMC Fellow will be offered the following developmental opportunities (check all that apply):**

<input type="checkbox"/>	A Senior Executive mentor (this may be the host supervisor)
<input checked="" type="checkbox"/>	At least one senior-level shadowing experience
<input checked="" type="checkbox"/>	A peer-level work/project advisor
<input checked="" type="checkbox"/>	Individual Development Plan and regular check-ins on developmental progress
<input checked="" type="checkbox"/>	A closing assessment of accomplishments and specific recommendations for continued development
<input checked="" type="checkbox"/>	Access and exposure to senior-level meetings
<input checked="" type="checkbox"/>	Subject-specific onboarding designed to provide learning on a key skill, issue, profession, etc.
<input checked="" type="checkbox"/>	Participation in agency-provided training, such as online learning, workshops, speaker series, etc.
<input type="checkbox"/>	Supervisory experience
<input checked="" type="checkbox"/>	Cross-agency collaboration experience
<input checked="" type="checkbox"/>	Project management experience
<input type="checkbox"/>	Other (please explain)

**How would this opportunity benefit the participant and his/her home organization upon their return?**

The participant will have opportunities to contribute to product development and implementation through coordination with variety of internal project team members and client stakeholders. In addition, because OPM is a central agency, the participant will be exposed to experiences working with a variety of agencies on a government-wide basis. While this is a reimbursable organization, the policies, practices, and procedures the participant experiences will be directly transferable to working in and managing government organizations that are not reimbursable. The participant will have experience in developing HCM solutions and processes and will be immediately positioned to help their home organization with HCM initiatives and best practices.

**Special Requirements (if any):**

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Randall S. Lohman  
Host Supervisor's Signature

1/4/2017  
Date

Jason C. Parman  
Second-line Supervisor's Signature

1/5/2017  
Date