



President's Management Council Interagency Rotation Program Overview

November 13, 2019

Topics of Discussion:

- Program Overview
- History
- Regional Perspective
- Implementation Process
- Criteria for Identifying Candidates
- Benefits for Participants, Home Agency & Host Agency
- Pilot Participant Information
- Example Project
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Program Overview:

The President's Management Council (PMC) Interagency Rotation Program:

- Allows participants to engage in high-level Interagency Rotation opportunities developed by hosting agencies to share their expertise and gain a knowledgeable understanding of the host Agency mission
- Six (6) month assignment to help develop or enhance specific leadership competencies identified by both the participant and his/her home supervisor
- Participants serve as a contributor in the successful accomplishment of the Rotational assignment as offered by the host Agency

History:

- The President's Management Council (PMC) was established in 1993 under President Bill Clinton.
- PMC is an Executive Branch reform group made of high level administrative officials, including Deputy Secretaries and other leaders from Federal agencies, tasked with improving management within the Executive Office.
- PMC also resolves specific interagency management issues throughout the Executive Branch to promote efficient information exchange.

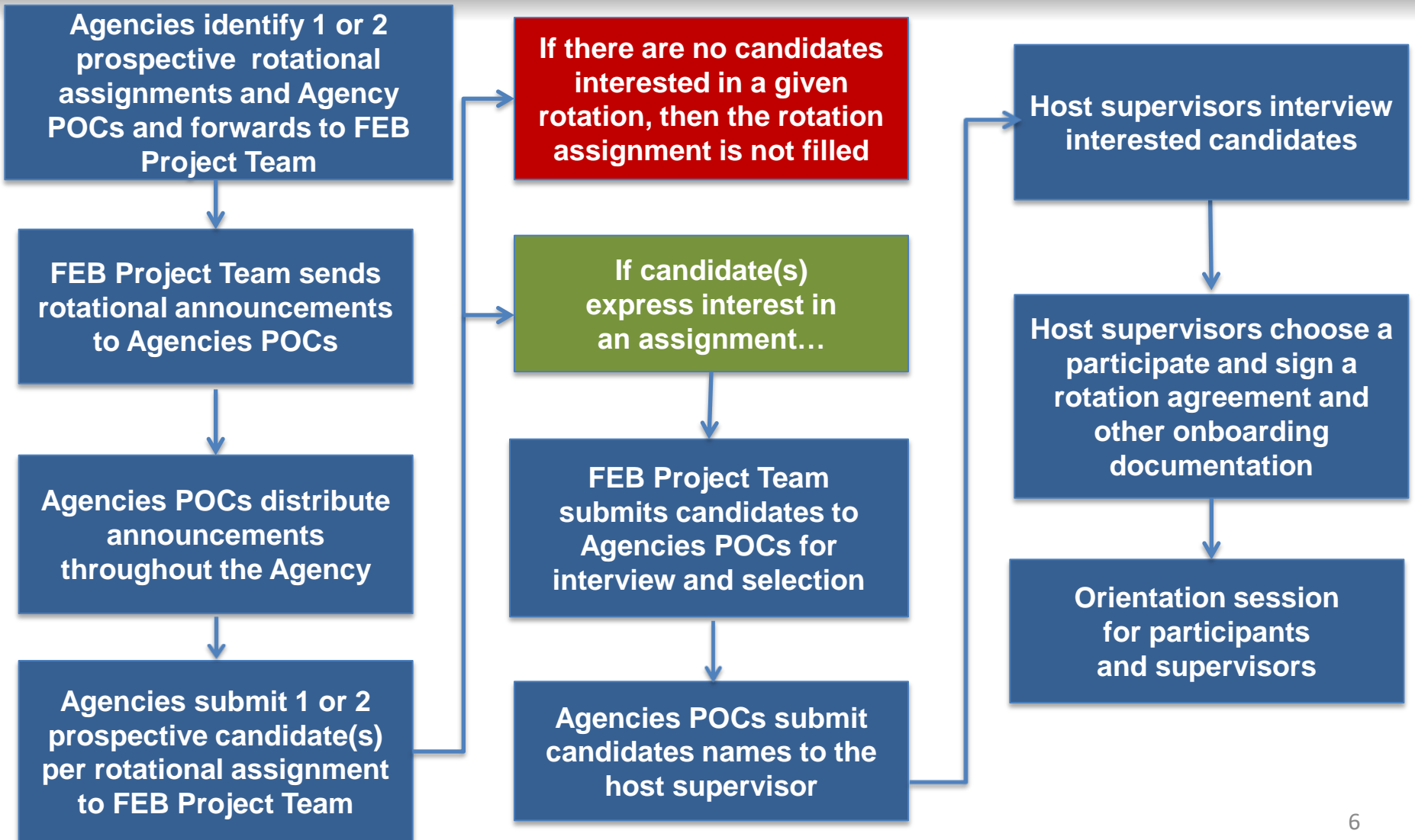
History, cont.:

- This initiative has been adopted by both the Bush and Obama Administrations.
- In 2010, the PMC worked with the Chief Human Capital Officers (CHCO) Council to conduct a collaborative, cross-agency initiative to enhance SES career development, performance management, and recruitment.
- In 2011, the PMC and the CHCO Council launched the PMC Interagency Rotation Program to bolster cross-agency exposure for high-potential GS 13, 14, and 15s.

FEB Perspective:

- **The Greater Kansas City Federal Executive Board has hosted 5 Cohorts**
- **Kick-off Meeting – November 13, 2019**
- **PMC Champions start recruited and designing projects – November 13, 2019**
- **Deadline for Applicants and Projects – January 3, 2020**
- **Project Reviews – January 6, 2020**
- **PMC Candidates Semi-Finalists – January 17, 2020**
- **Project Matches – February 14, 2020**
- **Rotations Begin – March 30, 2020**

President's Management Council
INTERAGENCY ROTATION PROGRAM



Roles & Responsibilities:

What are the roles and responsibilities for participants and supervisors?

Participant

- Responsible for learning and growing from experience
- Developing an IDP
- Maintaining relationship with home organization
- Ensuring annual performance plan includes rotation goals
- Participating in all cohort (developmental activities) events

Home supervisor

- Make arrangements to transition employee work during the rotational assignment
- Assist in developing IDP
- Seek input from host supervisor
- Clearly convey how performance will be evaluated upon return

Roles & Responsibilities:

Host supervisor

- Ensure a meaningful onboarding experience and developmental work assignment(s)
- Interview and select participant
- Give frequent feedback/coaching to participant
- Supply performance review input to home supervisor

Roles & Responsibilities:

What are the roles and responsibilities for the FEB Project Team?

FEB Project Team

- Solicit agencies for participation
- Establish and maintain a list of agency POCs
- Answer questions about the program
- Distribute rotational assignments to agencies
- Coordinate program orientation and wrap-up
- Coordinate cohort events.

Roles & Responsibilities:

What are the roles and responsibilities for the Agency POC?

Agency POC

- Collect and announce rotational assignments
- Answer questions about the program
- Assist with interview/selection process
- Communicate rotation matches to FEB Project Team
- Coordinate program orientation and wrap-up
- Communicate cohort events to participants.

Criteria for Identifying Candidates:

- GS-13, 14, and 15s (Career, Career-Conditional, or Equivalent)
- Full-Time Agency employee for at least 18 months
- Currently work in the Kansas City metro area
- Performance rating of “exceeds expectations” or higher
- Demonstrated commitment to leadership development, with potential and aspiration for an executive position **(strong consideration for FEB Leadership Government Participants, along with any other Agency/Department sponsored Leadership Programs)**
- Availability for an interagency assignment from April-September/ Potential Rotational Assignments (October-March)
- Concurrence of immediate supervisor and component leadership

Benefits for Participant:

Participants engage in interagency experiences that:

- Enhance leadership competencies that align with Executive Core Qualifications (ECQs)
- Broaden organizational awareness and experiences through engaging yet challenging projects/assignments
- Expand interagency experience either within or outside current areas of expertise
- Enable emerging federal leaders the opportunity to participate in engaging insightful interagency cohort events that create networking opportunities

Benefits for Home Agency:

Strengthens and positions the home agency to retain the expertise of a well-rounded employee with a deeper understanding of Interagency missions, goals and cultures which enables management to:

- Define developmental expectations for future leaders
- Leverage newly nurtured talents for the advancement and accomplishment of the mission
- Strengthen Interagency Partnerships
- Enhance retention rates
- Address talent gaps

Benefits for Host Agency:

Host Agency is afforded an opportunity to benefit from the services of a PMC Rotation participant who has demonstrated the characteristics and talents needed to advance the respective Agency's mission and accomplish key goals and objectives through:

- Impactful influence for the development and sustainability of leaders throughout the Federal Government.
- Cost Avoidance
- Succession Planning (Interim Assignment/Vice Opportunity)
- Talent Management GAP (Knowledge Transfer)
- Address Urgent/Mission Critical Assignment(s)
- Enhance Inter-Agency Relations and Strengthen Collaborative Partnerships
- Leverage offerings of best/promising practices to address immediate needs
- Program Continuity (Transitional Assignment)

Example of Rotation:

The Chief Human Capital Officers (CHCO) council is interested in hosting two (2) PMC Details during (April 2020-September 2020). These are Program Specialist positions, GS-13/GS-14, to work on various CHCO projects including Work Group projects such as GEAR pilots, Diversity, Federal Employee Engagement Strategies, HR Information Technology Initiatives, STEM Initiatives and other work groups and projects as assigned by the CHCO Management team and Council.

The incumbents should have:

- Very strong analytical and writing skills
- Be able to multi-task
- Be able to work under tight deadlines

Success Story-Participant:

Rachel Rivera – NASA

- The PMC Program has been an excellent experience!
- As an Aerospace Engineer for NASA, my career focus has been solely on building/testing space flight hardware. With aspirations of one day becoming a leader in the federal government.
- The PMC Program offered me the perfect venue with many detail opportunities to choose from. I chose a Human Capital related detail at DOE HQs to gain vital human resources experience.
- I have only positive things to say: great people, challenging projects, new content, newly acquired skills, as well as the opportunity to develop my ECQs.
- The Program is extremely well managed, and the entire process has gone off without a hitch.

Success Story-Host Supervisor:

Dave Rosenmarkle – DOE Host Supervisor

I am now involved with my second cohort with the Interagency Rotation Program and have to say I am amazed and appreciative to professionally experience the exceptional caliber of employees who are being selected to this program.

As a result of their persistent efforts and focus on quality results, we have:

- Increased attendance in leadership development events by more than 30%,
- For the first time in four years, are well ahead of the information-needed curve and have presenters identified for the rest of the year,
- Have started offering new programs to meet other identified learning needs
- Are able to invest more time and resources in building DOE participation in student internships

Program Feedback:

What worked well?

- The program overall was found to be of significant value to management and participants
- Affords employees the opportunity to explore and support other agencies
Management valued a more rounded employee with a deeper understanding of interagency processes, missions and goals
- Selected a great group of high-quality participants and host supervisors
- Obtained support from a 'lead agency' to help run the program
- StrengthFinder & ECQ events were well-received

Program Feedback:

What were the challenges and obstacles you faced?

- Not enough assignments for participants to choose from
- Navigating security and IT issues with gaining access to buildings/networks
- Time-intensive in-processing and onboarding participants
- Difficulty scheduling cohort events and getting participants to attend
- Location is an issue when agency components are spread far apart

Programmatic Principles:

- Communicate this program as a priority from DC
- Differentiate between the PMC Program and the PMF Program
- Communicate how this program connects to the SES
- Tie this Program to FEB Strategic Plan

Overview of Program Documents

What Is Needed From the Agencies?

- Support and commitment of the PMC Program
- Identification of Rotational Assignments that will last for six months by **January 3, 2020**
- Identification of Host Supervisor
- Identification of PMC Participants based on the criteria
- Identification of Agency Point of Contact and/or Human Resources/Human Capital Point of Contact by **January 3, 2020**

Q & A