

President's Management Council INTERAGENCY ROTATION PROGRAM

Program Overview

Background

To maximize effectiveness, broaden perspectives and potential, and prepare for challenges on the horizon, Federal agencies should invest in and emphasize career development. In 2011, the President's Management Council (PMC) and the Chief Human Capital Officers (CHCO) Council launched the PMC Interagency Rotation Program to bolster cross-agency exposure for high-potential GS 13-15s. This cost-efficient program provides each participant an interagency rotation assignment to help develop and/or enhance specific leadership competencies identified by both the participant and his/her home supervisor. These competencies align with the Executive Core Qualifications (ECQs), and are outlined in the participant's Individual Development Plan (IDP).

Program Objectives

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. Specifically, the program aims to:

- Deliver a collaborative, cross-agency program to reduce barriers to interagency mobility.
- Enhance PMC participants' leadership competencies through a meaningful rotational assignment and through other developmental opportunities outside of their current agencies.
- Expand PMC participants' interagency experience either within or outside their current area of expertise.
- Offer engaging and insightful interagency cohort events that allow each participant to network and interact with other program participants, Federal employees, and Senior Executives.

Program Process and Components

- Program provides six-month developmental experience (April-September/October-March).
- Agencies identify rotational assignments and participants.
- The Project Team matches participants to rotational assignments with input from the participant and host supervisor.
- The Project Team arranges monthly cohort meetings that provide learning and networking opportunities.

Participating Organizations

- Agriculture
- Commerce
- Education
- Energy
- General Services Administration
- Health and Human Services
- Homeland Security
- Housing and Urban Development
- Interior
- Labor
- NASA
- Office of Management and Budget
- Office of Personnel Management
- Transportation
- Treasury
- Veterans Affairs
- Chief Human Capital Officers (CHCO) Council
- Performance Improvement Council (PIC)

President's Management Council (PMC) Interagency Rotation Program (IRP)

by Duane Voy USDA on Rotation to Commerce Ryan Kanne as of September 13, 2016

BENEFITS to EMPLOYEE

1. Career development/counseling
2. Exposure to new processes
3. Enhance skills; culture, politics
4. Build ECQs
5. Expand local, state, federal network
6. Practice leadership in new setting
7. Invigorate by changing routine
8. Learn new programs and functions
9. Opportunity to teach others
10. Build confidence in a new environment
11. Self-test employee for success in new way
12. Deliver specific project results

CHALLENGES for EMPLOYEE

1. Getting up to speed on programs
2. Building confidence in new knowledge
3. Learning who is who
4. Learning new software
5. Working independently
6. Learning a new office culture
7. Adding value: clients/stakeholder/host
8. Knowing what/when to ask to whom
9. Disengaging from home agency
10. Understanding success in context
11. Accept you don't know – ask questions
12. Articulating experience to management, peers, staff

BENEFITS to HOME AGENCY

1. Enhances leadership competencies
2. Fosters networks for future
3. Exposed to new best practices
4. Improve communication skills
5. Broadens employee perspective
6. Engages employee in self-development

CHALLENGES for HOME AGENCY

1. Loss of employee 6 months
2. Integrating experiences into agency
3. Employee re-entry to agency
4. How to use new ideas presented

BENEFITS to HOST AGENCY

1. Sharing best practices
2. Mentoring opportunities (both ways)
3. Back-burner projects can get done
4. Adding value with new perspective
5. Brings new energy and ideas
6. Grows professional networking relationships
7. New skills to leverage (planning, mediation)
8. Can see office in a new way
9. Build new relationships
10. Practice/test on-boarding of new employees

CHALLENGES for HOST AGENCY

1. Finding the right fit – self starter
2. What to do after participant leaves
3. How to make rotation valuable
4. Know expectations for rotation assignment
5. Having enough projects ready
6. On-boarding (if not done recently)
7. Training participant takes resources
8. Defining success
9. Preparing participant for first day
10. Identifying opportunities

SETTING UP FOR SUCCESS

1. Make sure you have a good match
2. Participant should be self-starter
3. Ensure clarity on projects/work
4. Crystal clear on what is wanted
5. On-board process to quickly integrate
6. Prepare well for first day
7. Share information ahead of time
8. Meet informally w/staff before 1st day
9. Have lunch with staff to meet/greet
10. Include all staff in training/on-boarding
11. Have many projects to work on
12. Define success for both parties involved

OPM Leadership Development

Ryan Kanne, Commerce and
Duane Voy, USDA offer to assist.