

ROTATION INFORMATION



What will happen to my current position while I am on rotation?

Home supervisors are advised to transition their **PMC participant's work while they are on the rotation**. Many use it as an opportunity for another employee to cross-train and experience new challenges.



What are the roles and responsibilities for participants and supervisors?

- Program participants are responsible to learn and grow from this experience while completing the work outlined by the host supervisor. The expectation is that participants will develop an Individual Development Plan with home supervisor and discuss it with their host supervisor; participate in all cohort activities; maintain relationships with home organization; and ensure annual performance plan includes rotation goals.
- Home supervisors will make arrangements to transition work during the rotational assignment, assist in developing Individual Development Plans, proactively seek performance input from the host supervisor, and clearly convey how performance will be evaluated upon return. Home offices will continue to be responsible for time and attendance, paying salary, and performance reviews.
- Host supervisors will ensure a meaningful onboarding experience and developmental work assignment(s). They will provide work space, computer, phone, building access, travel/training expenses required to achieve assignment, etc. Regularly, they should discuss work products as well as give performance feedback and guidance. They are also responsible for providing performance feedback to the participant and home supervisor upon rotation completion.

For questions about rotations or any administrative inquiries, please contact your local Federal Executive Board and/or HR office.

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For general questions about the program, please contact
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President's Management Council
INTERAGENCY ROTATION PROGRAM

“You will gain confidence, learn new methods, improve current skills, see your current job with a new perspective, and expand your **professional network.**”

BACKGROUND



PROGRAM OBJECTIVES

The President's Management Council's (PMC)

Interagency Rotation Program (IRP) was launched in 2011 to cultivate a rising generation of talent with broad organizational experience. Since 2014, Federal Executive Boards (FEBs), in partnership with the U.S. Office of Personnel Management (OPM), have been working to expand the program across the Nation. All Federal agencies are invited to participate in the IRP!

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 Fellows' leadership** competencies through a meaningful rotational assignment and through other developmental opportunities outside of their current agencies.
- **Expand PMC Fellows' interagency** experience.
- Offer engaging and insightful cohort events.

My favorite part of the PMC rotation was the opportunity to build collaborations between community groups, federal agencies and state/local agencies. The program gave me the opportunity to step outside of my typical role as policy/program reviewer and serve more as a facilitator of new/enhanced ideas.

To maximize effectiveness, broaden perspectives and potential, and prepare for challenges on the horizon, Federal agencies should invest in and emphasize career development. The PMC Interagency Rotation Program bolsters cross-agency exposure for high-potential GS 13-15s by providing each participant a six-month interagency rotation assignment.

Assignments provide the opportunity for participants to strengthen or develop specific leadership competencies aligned with the Executive Core Qualifications (ECQs).

OVERVIEW



GENERAL INFORMATION

Q How did the Interagency Rotation Program come about?
 In 2010, the PMC, comprised of Deputy Secretaries and other leaders from Federal agencies, worked with the Chief Human Capital Officers (CHCO) Council to conduct a collaborative, cross-agency initiative to enhance Senior Executive Service career development, performance management, and recruitment. One of the resulting recommendations was to launch (in 2011) a centrally facilitated interagency rotations program for high-potential GS 13-15s to help cultivate a rising generation of talent with broad organizational experience.

Q Who are the targeted participants for the program?
 The target population consists of high-potential GS 13-15 employees who would benefit from a challenging assignment outside of their home agency.

Q What are the benefits of the program?
 An evaluation of the program indicated that participation increased engagement and job satisfaction upon returning to home agencies, as well as enhanced competence in the five ECQs.

