



# President's Management Council Interagency Rotation Program Overview

**September 27, 2016**

**Presentation can be found at  
[www.sffeb.us](http://www.sffeb.us)**

## Program Overview:

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

- High-Level Interagency Rotation opportunities
- Six month assignment in another Federal agency in the Bay Area or Sacramento Area

## History

- 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.

## Program Objectives

- Deliver a collaborative, cross-agency program to reduce barriers to interagency mobility.
- Enhance PMC participants' Executive Core Qualifications (ECQs) competencies through a meaningful rotational assignment and other developmental opportunities
- Expand PMC participants' experiences and skills
- Offer engaging and insightful interagency cohort events

## Program Components

- Program provides six-month developmental experience (April-September).
- Monthly cohort meetings to provide learning and networking opportunities

## Program Process

- Agencies identify rotational assignments and participants.
- FEB facilitates the matching of participants to rotational assignments.
- The Project Team (FEB and Agency Coordinators) arranges monthly cohort meetings that provide learning and networking opportunities.

## Roles & Responsibilities:

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

### FEB

- Solicit agencies for participation (NOW-Oct)
- Establish and maintain a list of agency POCs
- Answer questions about the program
- Distribute Participation Applications to Agency Coordinator
- Collect Rotational Write Ups from Agency Coordinator
- Assist with Matching Participants and Rotation Assignments
- Coordinate program orientation, cohort events and wrap-up

## Roles & Responsibilities:

*What are the roles and responsibilities for the Agency?*

### Agency Coordinator

- Market program in Agency and Coordinate Application Review
- Collect rotational assignments
- Answer questions about the program
- Coordinate participant interview/selection process
- Assist with cohort events
- Be a point of contact for participants

## Roles & Responsibilities:

*What are the roles and responsibilities for participants and supervisors?*

### 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 participants and supervisors?*

### Participant

- Applying for Program
- 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

## 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 Bay Area or Sacramento Area
- Performance rating of “exceeds expectations” or higher

## Criteria for Identifying Candidates:

- Demonstrated commitment to leadership development, with potential and aspiration for an executive position (**strong consideration for FEB Leadership Development Associates, along with any other Agency/Department sponsored Leadership Programs**)
- Availability for an interagency assignment from April-September/ Potential Rotational Assignments
- Concurrence of immediate supervisor and component leadership

## Benefits for Agencies:

- Strengthens and positions the home agency to retain the expertise of a well-rounded employee with a deeper understanding of Interagency missions.
- 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 Agencies:

- Influence for the development and sustainability of leaders throughout the Federal Government.
- Succession Planning (Interim Assignment/Vice Opportunity)
- Address Urgent/Mission Critical Assignment(s)
- Enhance Inter-Agency Relations and Strengthen Collaborative Partnerships

## **Example of a Rotation:**

### **U.S. Citizenship and Immigration Service**

- This position acts as a liaison and special project manager between USCIS District 21 and regional stakeholders, to include local, state, and federal government partners, community partners, and other relevant entities.
- The position will conduct outreach, plan events, and prepare agenda to engage relevant regional stakeholders in intergovernmental affairs discussions, roundtables, meetings, etc.
- The selectee will work with internal senior leaders to develop topics, identify attendees, plan and organize events including logistics and invitations, research and prepare talking points for USCIS senior leaders, and respond to inquiries. Intergovernmental affairs activities are a priority for the Western Region for Field Operations and the Agency as a whole.

## 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.**

## **Success Story-Host Supervisor:**

**Dave Rosenmarkle – DOE Host Supervisor**

**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%,**
- 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**

## 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

## 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

## What Is Needed From the Agencies?

- Support and commitment of the PMC Program
- Identification of Agency Point of Contact and/or Human Resources/Human Capital Point of Contact by **October 30, 2016**
- Identification of Rotational Assignments that will last for six months
- Identification of PMC Participants based on the criteria