

President's Management Council INTERAGENCY ROTATION PROGRAM

Program Overview

Background

To maximize effectiveness and broaden perspectives and potential, Federal agencies should invest in and emphasize career development. The Federal Government must continue to prepare its talent for challenges on the horizon.

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. Agency representatives designed the program and provide both participants and rotational opportunities.

The PMC Interagency Rotation Program strengthens agency collaboration, facilitates best practice sharing across Departments, and builds a pipeline of emerging leaders who possess a broad understanding of the varied missions across the Federal Government.

Program Objectives

The PMC Interagency Rotation Program enables emerging Federal leaders to expand their management skills, broaden their organizational experience, and foster networks they can leverage in the future. Specifically, the program aims to:

- Expand "joint duty" experience through meaningful 6-month interagency rotations for high-potential GS 13-15s, either within or outside their current area of expertise.
- Cultivate a diverse rising generation of executive talent with broad organizational exposure.
- Conduct related cohort programming to offer wide-ranging opportunities to learn about other agencies and foster networks across the Federal Government.
- Develop a collaborative, cross-agency effort to reduce barriers to interagency mobility.

Program Components

- Based in Washington, DC.
- Six-month assignments at the participant's current grade level.
- Agencies select participants and identify rotational assignments; with input from participants and host supervisors, project team matches candidates to assignments.

Participating Organizations

- Agriculture
- Education
- Energy
- Environmental Protection Agency
- General Services Administration
- Homeland Security
- Interior
- Justice
- 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)
- National Security Professional Development Program

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Frequently Asked Questions (FAQs)

GENERAL INFORMATION

Q. How did the Interagency Rotation Program come about?

In 2010, the President's Management Council (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 SES 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 13-15 to help cultivate a rising generation of talent with broad organizational experience.

Q. What is the purpose of the Interagency Rotation Program?

The PMC Interagency Rotation Program enables emerging Federal leaders to expand their management skills, broaden their organizational experience, and foster networks they can leverage in the future. Specifically, the program aims to:

- Expand "joint duty" experience through meaningful 6-month interagency rotations for high-potential GS 13-15s, either within or outside their current area of expertise.
- Cultivate a diverse rising generation of executive talent with broad organizational exposure.
- Conduct related cohort programming to offer wide-ranging opportunities to learn about other agencies and foster networks across the Federal Government.
- Develop a collaborative, cross-agency effort to reduce barriers to interagency mobility.

Q. Who are the targeted participants for the program?

The target population consists of high-potential GS 13-15 employees in the DC metro area who would benefit from a challenging assignment outside of their home agency.

Q. Which agencies participate in the program?

Across cohorts, the following agencies have participated: Agriculture, Education, Energy, General Services Administration, Homeland Security, Interior, Labor, NASA, Office of Personnel Management, Transportation, Treasury, and Veterans Affairs. Additionally, other cross-government organizations have offered assignments: the Chief Human Capital Officers (CHCO) Council, the Chief Information Officers (CIO) Council, the Performance Improvement Council (PIC), the President's Management Advisory Board (PMAB), and the National Security Professional Development Program (NSPD).

Q. Will participants be promoted as a result of or at the completion of this rotation?

Participation in the PMC Interagency Rotation Program is for developmental and training purposes and, as with any other developmental opportunity, does not in any way obligate management to provide a promotion for the individual.

Q. Who can I contact if I have any questions?

For specific questions about your rotation or your host agency, you can get in touch with the agency's point of contact: Jacob Faibisch.

Email: jacob.faibisch@dm.usda.gov

Phone: (202) 260-8352

INFORMATION ABOUT ROTATIONS

Q. What are the roles and responsibilities for participants and supervisors?

- **Participants** responsible to learn and grow from this experience while completing the work outlined by your host supervisor and representing your home agency. The expectation is that you will participate in all cohort activities, maintain your relationship with your home organization, and ensure that your annual performance plan includes rotation goals.
- **Home supervisor** will make arrangements to transition your work during the rotational assignment, be available to you if needed, proactively seek performance input from the host supervisor, and be clear with you about how your performance will be evaluated. Also, home offices will continue to be responsible for the participant's time and attendance, paying salary, and performance reviews.
- **Host supervisor** will ensure a meaningful onboarding experience and work assignment(s). They will provide your work space, computer, phone, building access, travel/training expenses required to achieve assignment objectives, meeting availability, etc. Regularly, they should discuss your work products and deliverables as well as give feedback and coaching. Finally, they are responsible for providing performance feedback to you and your home supervisor upon completion of the rotation.

Q. Who will conduct performance review?

Performance reviews will be conducted by the home supervisor of record. Participants should work with their host supervisors to outline the goals of six month rotation and discuss those with the home supervisor at the beginning of the rotation. The host supervisor will provide feedback at the end of the rotation as well as provide it to the home supervisor of record.

Q. How will the rotation be reflected in the year-end performance review?

The host supervisor will provide a written performance evaluation at the end of the rotation and will provide feedback to the supervisor of record for consideration in annual performance discussions.

ADMINISTRATIVE ITEMS

Q. Who will handle processing of time, attendance, and leave?

Participants will be responsible for reporting time to the home agency, including any leave taken, and the home agency will be responsible for approving the leave and processing your timesheet.

Q. How will participants get paid?

Participants will continue to be paid in the same manner in which you are currently paid.

Q. How will travel or training costs be handled?

Any travel or training costs related to the rotational assignment will be paid for by the host agency. Travel or training costs related to current commitments with your home agency will be paid for by them.

Q. How will the rotation be reflected in official personnel records?

There will be no official personnel actions processed to indicate any change in current work status.