

# THE CHANGE CABLE

A newsletter for the and from the Federal Change Management Community of Practice (FedCMCoP).

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## Updates from the FedCMCoP Chair

We will hold an open community meeting on Thursday June 16th at 12 p.m. EST. This will be our semi-annual check-in to hear from our community on current challenges, needs, and opportunities. We are also thrilled to announce that we will have a **Federal Change Leaders panel** at the end of the month on Thursday June 23rd from 2-3:30pm. We will have change leaders from the Department of Commerce (DOC), General Services Administration (GSA); Housing and Urban Development (HUD), and the National Institute of Health (NIH), This is event you will not want to miss, register today at <https://acmpdc.org/events>.

## OCM ARTICLE DIGEST: How change management tactics are aiding EPA’s effort to retire it’s online archive

Source: [GovExec.gov](https://www.govexec.com/management/2022/06/01/the-epa-is-getting-rid-of-its-online-archive-and-groups-are-unhappy/) “[The EPA is Getting Rid of Its Online Archive and Groups are Unhappy](https://www.govexec.com/management/2022/06/01/the-epa-is-getting-rid-of-its-online-archive-and-groups-are-unhappy/)”

Earlier this week, Courtney Buble, thought leader from the GovExec team, published an article on EPA’s change effort to retire it’s online archive and pointed out that there is resistance from select stakeholders. While the article was not an organizational change management (OCM) focused article, check out our **OCM Digest** that points out change tactics being used and some highlights on where OCM may help. For the full article from GovExec visit GovExec.com, “[The EPA is Getting Rid of Its Online Archive and Groups are Unhappy](https://www.govexec.com/management/2022/06/01/the-epa-is-getting-rid-of-its-online-archive-and-groups-are-unhappy/)” under Management.

To successfully manage resistance we must clearly articulate what is not working, drive forward steps, and promote a shared vision. The interest, needs, and impact to the **people** must be at the forefront. The people may be the users, enablers, or the driver to any change. The use of OCM tactics will aid in scaling, maximizing, and innovating any change effort by managing the people, process, and technology interdependencies. See how we have highlighted how EPA is doing that in its change effort below.

**Takeaway-1: Value Proposition.** EPA articulates the need to change by highlighting the dated technology as well as inefficient and growing costs to maintain. They provided the why now.

**Takeaway-2: Change Plan.** EPA shared its approach to manage the change. The agency noted that the archive’s use was not intended how the stakeholders have evolved and begun to use; however., as part of this change effort the agency is looking at strategies to migrate and improve capabilities. They are scaling and maximizing the change by leveraging other websites and tools to appropriately transfer content and address stakeholder needs.

**Takeaway-3: Communications and Stakeholder Engagement.** EPA is providing responsive and timely communication to address feedback. They have remained engaged with stakeholders as demonstrated with the response to the GovExec article and request for comment. They are continuously monitoring and communicating to improve and evolve the change effort as needed to manage resistance.

Similar on any change effort, the EPA change initiative to retire its online archive has direct and indirect stakeholders and change impact. We have highlighted some OCM tactics in use to effectively manage the change and minimize resistance, can you identify any additional tactics in use?

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**Questions or feedback? Contact us—[community@acmpdc.org](mailto:community@acmpdc.org)  
or the FedCMCoP Chair at [Valerie.Ruark@REISystems.com](mailto:Valerie.Ruark@REISystems.com)**