

# THE CHANGE CABLE

A newsletter for the Federal Change Management Community of Practice

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## Updates from the CoP

Last month the CoP held its semi-annual speed networking event in collaboration with the DatACMCoP. Unfortunately (yet celebratory) the new federal holiday posed some scheduling conflicts and we had a small forum. However, it was just enough to share some individual

journey's through their change careers and perspectives on change management in the federal government. We hope to attract and engage a larger audience at our next event....maybe even in person!

This month (July) there will be **NO** monthly FedCMCoP meeting. In looking ahead at leave schedules we hope that many are able to plan downtime and want to minimize any burden. We will resume the monthly FedCMCoP meetings in August, on [Thursday August 19th at 12pm EST](#). We are in the works of securing a panel for this return to meeting cadence — hope to see you there!



*“The modern organization is to organize by silos. Change demands that we work across our organizational silos. To include external silos. Putting together the right mix of people in a coalition, is crucial to drive change”*

*-Dr. John Kotter  
(pulled from the The Buzz Interview)*

## SPOTLIGHT: ACT IAC's The Buzz — Fireside Chat with Dr. Kotter

Source: [ACT IAC The Buzz](#) (click link for access to podcast)

ACT IAC's podcast, The Buzz, conducted a Fireside Chat with Dr. John Kotter earlier this year. Check out the full podcast here, yet see some of our takeaways below. If you have an idea or have an article or podcast you'd like included in an upcoming Change Cable, email us at [community@acmpdc.org](mailto:community@acmpdc.org), Attn: Change Cable Idea.

### Takeaway-1: Collaborate to Innovate.

Coalitions are crucially important. Working strategically across organizational boundaries helps to produce efficiencies. It requires the organization to work at it, there will be a force trying to keep the silos.

**Takeaway-2: Complacency is an Anchor.** While everyone may see the need to change, result of modernization, competitiveness, etc., so many of the older, bigger organizations are complacent —

complacency is a change killer. Change agents need to create a sense of urgency to combat complacency.

**Takeaway-3: Outcome-based Performance Measures.** Recognize that measurement will not be perfect, yet “imperfect, but some data-based measures are better than nothing.” Must assess the change to validate, refine, and continuously improve.

## Call for Ideas

The FedCMCoP is a community of change professionals in the federal government. This includes a mix of defense, civilian, and contractor change agents. We are calling all ideas for ways to evolve and enhance the community. What are your thoughts for ways to promote knowledge sharing, connect, engage, and encourage the use of best practices for OCM. Share your ideas with [community@acmpdc.org](mailto:community@acmpdc.org).