

# THE CHANGE CABLE

A newsletter for the Federal Change Management Community of Practice

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## Advantages of our Newsletter

The purpose of our newsletter is to provide specialized information targeted for our Federal Change Management Community of Practice (FedCMCoP) members. These newsletters are intended to promote use organizational change management (OCM) practices across our federal government as well as create an additional venue to exchanging ideas, lessons, and practices. These will come out the first Thursday of each month and we will use the first few minutes of the monthly FedCMCoP meeting to reflect on any perspectives or takeaways from the spotlighted article.

## SPOTLIGHT: “GovExec Daily: Change Management at HHS”

Source: [GovExec](#) (click link for access to podcast)

GovExec published a podcast back in November 2020 featuring Dr. Priscilla Clark, Deputy Chief Human Capital Officer at HUD and her successor from her former role at HHS, Carl Sciacchitano. Both had been celebrated by the [2020 Theodore Roosevelt Government Leadership Awards](#) for the Reimagine HHS Project, which is seen as a blueprint for other agencies to leverage for their change efforts.

The duo shared their lessons from the 2-year change effort, reflecting on OCM techniques used to help drive change.

*“We needed to solidify our governance to reach decisions quickly. This required having the right people at the table to keep the momentum and move the project forward.”*

*-Dr. Priscilla Clark*

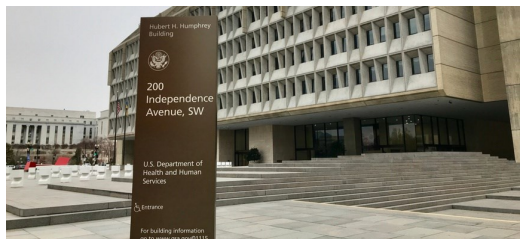
*(pulled from the GovExec Interview)*

**Takeaway-1: Solidify governance.** To be successful, needed access to operational resources. The governance process helped to strengthen decision-making process to maximize opportunities.

**Takeaway-2: Build a diverse coalition.** Requires an enterprise-wide approach. Need to work across the agency to broker relationships and partnerships and understand everyone’s pain points, leverage expertise, and work collectively to solve.

**Takeaway-3: Focus needs to be on impact.** When the program officially “graduated” it was important to focus on the accomplishments and impact, the return on investment.

Listen to the full podcase for additional takeaways to include lessons learned and OCM best practices to drive large scale, transformational change within the government.



*U.S. Department of Health and Human Services*

## Upcoming Federal Change Management CoP

Our next monthly FedCMCoP meeting will be **Thursday June 17th**. This will be a special occurrence and held as a social hour from 4-5pm EST and in collaboration with our sister organization the DatACMCoP. More to follow for registration and event details.