

THE CHANGE CABLE

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

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Updates from the FedCMCoP Chair

Twenty-twenty-two has started and it is hard to believe quarter 1 is almost complete. We are thrilled to share that the FedCMCoP has not been forgotten and excited to **REBOOT**. We will resume monthly CoP meetings and activities beginning in March. Our **next FedCMCoP meeting will be Thursday March 17th from 12-1pm EST**. Our first meeting also welcomes non-members and will be **no-cost**. The meeting is open to all change agents serving or supporting federal agencies. [Register today!](#)

OCM ARTICLE DIGEST: Managing Effectively From Afar: Lessons from Anthropologists During the Pandemic

Source: [GovExec.gov](https://www.govexec.com/government/2022/03/03/managing-effectively-from-afar-lessons-from-anthropologists-during-the-pandemic/) (click link for access original article)

Earlier this month GovExec published an Excellence in Government piece by Steven Katz on how federal leaders can learn from anthropologists on observing agency culture and listening to employees. The article’s takeaways are closely related to the OCM tactics used to drive change. Check out the full article [here](#), but see the **OCM digest** below. Look forward to discussing others thoughts at our next CoP meeting.

Takeaway-1: New Normal. Previous ways of leading, engaging, and managing the federal workforce will not be sustained as the government continues to operate in a fully remote/hybrid style. Federal leaders must question conventional approaches to meeting new team members, learning about the agency and its customs, and gaining support to develop and sustain cutting-edge programs and processes.

Takeaway-2: Listening and Learning. Engagement does not start with a presentation. Leaders cannot expect to get buy-in or assume to understand the agency through talking to the employees, leaders must listen to learn and understand. To develop the ability of the government, agency, and employees, leaders must: (1) learn through formal and informal methods, (2) leverage diversity to better understand needs, and (3) lead people toward achieving the mission by collecting and understanding group goals.

Takeaway-3: Culture. Understanding the agency’s culture can be challenging in a hybrid and/or remote environment. As new federal leaders enter the workforce, they enter as an outside and must prioritize understanding the organization’s customs, norms, and people. Each employee will have their own perspective. Networking is critical to building coalitions and working across teams to achieve results.

Upcoming OCM Events + Activities

- ⇒ **3/15/2022 ACT IAC Featured Topic: OCM for IT Modernization — learn more [here](#).**
- ⇒ **3/17/2022 ACMP DC’s Federal CM COP Monthly Meeting — register [here](#).**
- ⇒ **3/31/2022 ACMP DC DatA + FedCM COP KPIs and Change Workshop Series — Session 1 — register [here](#).**
- ⇒ **04/22/2022 ACMP Hosts Prosci — Integrating Agile and Change Management Workshop — learn more [here](#).**
- ⇒ **05/19/2022 — ACMP DC’s Federal CM COP moderates an open panel with fellow Federal Change Leaders**

Did you know the [ACMP DC Community Portal](#) is **LIVE!** Check it out today.