

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 are thrilled with the amount of interest and participation we continue to receive from our community. A special thanks to those that participated in the April whiteboarding community meeting. We are looking forward to getting those **best practices, lessons learned, and tools (methodologies)** posted to the [community portal](#) by month-end.

We continue to welcome feedback and ideas. Email us at community@acmpdc.org or the chair, Valerie.Ruark@reisystems.com.

OCM ARTICLE DIGEST: A Quick Take on The President’s Management Priorities

Source: [GovExec.gov](https://www.govexec.com) (click link for access original article)

In April, the Office of Management and Budget (OMB) shared updates on the President’s Management Agenda (PMA); earlier this week GovExec published a quick take on the update. Check out the full article from GovExec [here](#), but read our **OCM digest** below.

The process for creating, releasing, and implementing the PMA has and continues to pull in a lot of **OCM tactics**. As noted by GovExec, the Biden Administration has used lessons learned from earlier PMAs to further excellence in government and evolve the strategic approach for driving federal results. The following takeaways showcase how the administration has used OCM to evolve the PMA and achieve a whole-of-government approach.

Takeaway-1: Create Awareness + Desire. As modeled by past administrations, it is critical to maintain transparency into the change. For the PMA, OMB has Performance.gov, which is the site used to launch and promote the PMA, and increase awareness and understanding of the administration’s priorities and approach across stakeholders. Additionally, GovExec highlighted the administration’s immediate priority to gain top-level buy-in and get commitment from the council ahead of sharing the vision publicly. As an **OCM tactic**, the administration created desire (need) by having the council co-sign the PMA to convey their buy-in as well as the shared vision across the federal government.

Takeaway-2: Develop Knowledge + Ability. In the past, the cross-agency priorities (CAP) goals and agency involvement was structured and heavily focused on crosscutting, governmentwide participation. Looking back at this, this is an OCM best practice to work collectively across organizational boundaries and achieve common goals. In the Biden PMA, the whole-of-government approach still promotes diverse, cross-agency problem solving, yet it also promotes agency leadership in leading change and people. In addition, the approach holds agencies accountable for achieving measurable, high-quality results. This **OCM tactic** enables the administration, federal executives, and the agencies to develop output-to-outcome results by positioning agencies to identify both strategic and tactical opportunities, as well as improving their services and federal solutions.

Takeaway-3: Evolve + Reinforce the Change. The Biden PMA was first introduced in November; however, the administration reinforced it with the release of the fiscal year (FY) 2023 budget request in late March. The administration’s approach recognizes that communications must be phased. That messaging and of the strategy did not need to be completed all on Day 1. The PMA implementation approach was planned with time built in to allow the strategy to evolve. While the vision and initial priorities were introduced in Fall of 2021, it was not until Spring of 2022 that the administration in collaboration with OMB and the agencies released the CAP goals and formalized the tactical actions behind the PMA. This **OCM tactic** provided flexibility in the tactical plan and ability for the administration to respond to new information (feedback) and/or changing conditions.

The administration continues to use **OCM tactics** to create and sustain a federal corporate culture ready and enabled to respond to change.

DON'T FORGET ABOUT [ACMP'S CONNECT](#): GET INVOLVED IN THE DISCUSSION TODAY

Upcoming OCM Events

- ⇒ **05/12/2022 | Workshop Series: KPIs and Change Management**
- ⇒ **05/13/2022 | Final Call for Volunteers: visit [ACMPglobal.org](https://acmpglobal.org) to get involved**
- ⇒ **05/19/2022 | Monthly FedCMCoP Meeting — Exploring the Intersection of Customer Experience, User Experience, and Innovation**
- ⇒ **Various | ACMP-Prosci Training Opportunities**
 - ⇒ **05/24 — 26/2022**
 - ⇒ **06/07 — 09/2022**
 - ⇒ **06/21 — 23/2022**
- ⇒ **Save the Date (06/16/2022) | Monthly FedCMCoP — Federal CM Panel**

The [ACMP DC Community Portal](#) is LIVE! Check it out today

Questions or feedback? Contact us—community@acmpdc.org or the FedCMCoP Chair at Valerie.Ruark@REISystems.com