

THE CHANGE CABLE

A newsletter for the Federal Change Management Community of Practice

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Updates from the FedCMCoP Chair

Can we believe that Fiscal Year (FY) 2021 is almost behind us? As many of us prepare for the kick-off of FY 2022 on October 1, the FedCMCoP in partnership with the DatACMCoP and ACMP DC Chapter are thrilled to be heading into Fall.

What should you expect to see?

We will be formally launching the ACMP DC Chapter "**Community Portal**." The Community Portal will provide quick access to past presentations and many other resources. We will also be continuing the FedCMCoP's **Change Cable**, this publication, a monthly newsletter to help connect the FedCMCoP on relevant topics and discussion points. **Have an idea? Email us at community@acmpdc.org RE: Change Cable Idea.**

Coming up on September 16th, we will restart our **FedCMCoP monthly meetings**. FedCMCoP meetings are on the third Thursday of every month from 12pm—1pm EST. September's meeting will be a lunch-and-learn on "**Aligning Federal Executive Core Qualifications (ECQs) to OCM**." Look for the registration email in the coming days!

Upcoming FedCMCoP Meetings

- ⇒ **9/16/21: Lunch-n-Learn: Aligning Federal Leadership ECQs to OCM**
- ⇒ **10/21/21: [tent.] CoP Think Tank: Organizing as part of ACMP DC Conference**
- ⇒ **11/18/21: Panel: Building a federal corporate change culture**

Lastly, if you have not yet seen the communications, ACMP DC Chapter will be hosting its 2nd annual conference on Thursday October 21st, The [Future of Change: Are you Ready?](#) As part of the conference, the FedCMCoP will be looking to host something collectively with the DatACoP in lieu of our October meeting.

SPOTLIGHT: Working to change IRS acquisition culture from risk avoidance to innovation, speed, and agility

Source: [IRS.gov](#) (click link for access original article)

There are many ways to build a culture of change. Earlier this year, the Internal Revenue Service (IRS) published an article on its lessons to evolve the organization from a risk avoidance culture to a culture of innovation, speed, and agility. The organization at the time was responding to being in the new normal, during the pandemic, and actively working to comply with new procurement laws. The Chief Procurement Officer shared their approaches to change.

"When there is uncertainty, it is important to think outside of the box to find new solutions."

- **Shanna Webbers,**

IRS Chief

Procurement

Officer

Takeaway-1: Think Outside the Box. Trust instincts to capitalize on opportunities and manage risks. Seek out opportunities to leverage existing capabilities to innovate. For the IRS, they were able to leverage the "bot" capability to procure results in a much short timeframe.

Takeaway-2: Teamwork. Teamwork does not mean everyone will agree. For the IRS, they pressed forward with option 1, despite uncertainty and disagreement, they maintained an option 2, but through team coordination and communication were able to test a new innovative process that led to new efficiencies for the agency.

Takeaway-3: Manage Risks. Some risks must be accepted, therefore some will occur. Organizations must weigh risks to know which ones can be accepted and which ones must be mitigated. For the IRS, they prioritized corrective actions based on highest risk to effectively manage resources and time of the team. The result helped to reveal opportunities that were not apparent before.