



OVERVIEW

This winter, for only the second time in 16 years, the White House will get a new inhabitant. During the primary campaign season – which included nearly 50 debates – candidates rarely discussed federal management. Yet, the next president’s success rests largely on his ability to effectively manage federal operations, with the help of a highly skilled management team. Amid tremendous pressure to score major policy victories in the first 100 days, the new administration must also quickly invest in government’s long-term organizational health.

To help with the presidential transition and to shape the next president’s management plan, the Partnership for Public Service launched the *Presidential Management Initiative*. The centerpiece of effective management in the next administration will be a strategy to build and lead a first-rate federal workforce.

The Partnership for Public Service (www.ourpublicservice.org) is a nonpartisan nonprofit organization that works to revitalize our federal government by inspiring a new generation to serve and by transforming the way government works.

OBJECTIVES

Our goal is to provide recommendations for an effective transition to the next administration and a framework for federal workforce management. The primary objectives for this effort are to:

- Contribute reliable information to the general election campaign dialogue, positions, and analysis
- Publish a viable reform agenda, with transition recommendations for the next administration
- Directly assist the new administration through its transition
- Provide useful counsel and perspectives to the next generation of presidential appointees

A MANAGEMENT FRAMEWORK FOR THE NEXT ADMINISTRATION

We aim to outline a management framework for the next administration and enable the incoming team to quickly act on that agenda. Related activities include:

Building a Coalition of Support

As we gather insights regarding this initiative, we also cultivate support through our outreach activities.

- Prioritize management issues through outreach to presidential campaigns and Congress.
- Coordinate with other good government organizations toward a set of shared goals.
- Conduct an ongoing media campaign, including editorial pitches, op-ed placement, and targeted columnist outreach to broadly deliver the message about the importance of effective government.
- Propose language for the national political party platforms promoting federal management issues.

Roadmap for Federal Management

The Partnership, in collaboration with other stakeholders, will advance recommendations for effective management in the next administration.

- Publish the Partnership’s proposed workforce management framework for the next administration.
- Conduct an event to promote the Partnership’s proposals for improving federal operations and management, supported by a group of good government organizations.
- Encourage the new administration to select presidential appointments with management experience, particularly for those positions that are primarily management-focused.

THE PRESIDENTIAL TRANSITION

We aim to encourage early presidential transition planning, identify methods to prepare incoming appointees, and coordinate efforts to prepare new administration leaders for their federal roles. Related activities include:

Presidential Transition Planning

In an era of heightened national security concerns, the presidential transition requires significant consideration.

- Encourage presidential campaigns, through direct outreach and media engagement, to aggressively plan for the upcoming transition – to start early and to think strategically about successful methods.
- Facilitate coordination and support from Congress through informational briefings to the Public Service Caucus on topics such as supporting agency transition efforts and getting the right leadership in place.
- Advocate for a streamlined Senate confirmation process, to reduce the number of people subjected to its scrutiny and identify jobs that are central to the functioning of government. This will, most importantly, will ensure our nation’s leadership positions are filled in a more timely fashion.

Input from Current Presidential Appointees

The Partnership will gather insights from the current cadre of presidential appointees to help accelerate the integration of new appointees in the next administration.

- Work with a coalition of organizations to survey current presidential appointees to identify factors for effective job performance and ways to improve the preparation of incoming appointees.
- Publish a co-branded report summarizing the survey findings and outlining recommendations for preparing new presidential appointees for their federal roles.

Preparing New Presidential Appointees for Federal Leadership

To prepare new appointees for their responsibilities, the Partnership will coordinate efforts across several organizations to build a comprehensive program for incoming presidential appointees.

- Identify organizations and individuals to facilitate events addressing key issues facing the next administration, including workforce management and the GAO high risk list.
- Plan seminars, briefings, and workshops to help agency executives quickly get up to speed on issues central to their leadership roles within the federal government.
- Develop materials to support new presidential appointees as they transition to federal roles.

BUILDING THE FOUNDATION: ACTIVITIES TO DATE

Ongoing Outreach to Leaders of Past Government Reform Efforts and Presidential Transitions

Through meetings with leaders of past reform and transition efforts, the Partnership continues to gather policy recommendations and implementation best practices while also building support for this initiative.

Human Capital Roundtables – “Three Burning Questions for the Next President”

Working with the CNA Corporation, the Partnership conducted a series of roundtable discussions in Washington, Los Angeles, New York City, Chicago, and Atlanta. These events gathered diverse groups of officials and key stakeholders to offer advice on three important workforce management issues: federal compensation, managing a multi-sector workforce, and building collaboration.

Presidential Management & Transition Conference

With support from the Rockefeller Brothers Fund, the Partnership conducted a two-day conference to address management challenges facing the next administration. Attendees, who represented a broad range of experience across party lines, discussed how to make the federal government and the presidential transition more effective. Conferees concluded that the time is right to focus on federal management. To foster an environment that will inspire and sustain improvements, we need a bipartisan approach to enhance government performance.

An Event with Young Government Leaders – “Surviving the Presidential Transition”

Many “young to government” professionals have not worked through a change in presidential leadership and are curious about how it will affect them and how to successfully manage the transition. To help answer these questions, the Partnership for Public Service and Young Government Leaders asked presidential transition experts to discuss their experiences and perspectives on managing the next transition.