



## OBJECTIVE

To provide a framework for federal workforce management and recommendations for an effective transition to the next presidential administration.

## OVERVIEW

This winter, for only the second time in 16 years, the White House will get a new inhabitant. Over the course of 47 debates during the 2007-2008 primary campaign season, candidates rarely – if ever – 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 shape the next president's management plan, the Partnership for Public Service launched the *Presidential Management Initiative*, which offers recommendations for the presidential transition and establishes a framework for effective management in the next administration. The centerpiece will be a strategy to build and lead a first-rate federal workforce.

## GOALS

***Our primary objectives for this effort are to:***

- Contribute reliable information to the general election campaign dialogue, positions, and rhetoric
- 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 political appointees

## BUILDING THE FOUNDATION: OUR STRATEGY

In recent months, the Partnership developed our proposed plan for the next administration. Through data-gathering from past administration officials to conversations with federal leaders in the regions, we generated a workforce management framework for the incoming president. Related activities included:

### ***Outreach to Leaders of Past Government Reform Efforts and Presidential Transitions***

In recent administrations, presidents aimed to improve customer service and reduce costs and to make government more citizen-centered and results-oriented. Through meetings with leaders of these efforts, the Partnership gathered 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 (March) and Los Angeles (May); we will hold additional sessions in New York (July) and Chicago (August). These events gathered diverse groups of top-level officials and key stakeholders to discuss and 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 in May at the Pocantico Conference Center to address looming management challenges facing the next administration. Attendees, who represented a broad range of experience across party lines, concentrated on two primary questions: *What major actions are needed to make government more effective, and what should be done during the transition to prepare for these actions?* Conferees concluded that the time is right to focus on federal management – but there is no clear constituency for this issue. To foster an environment that will inspire and sustain improvements, we need a bipartisan approach, with events and activities that highlight the value of government performance.

## IMPLEMENTATION: SHAPING MANAGEMENT IN THE NEXT ADMINISTRATION

With our proposed strategy, we aim to set the management agenda for the next administration, enable the incoming team to quickly act on that agenda, and develop early relationships with the new leadership. To that end, our activities include:

### ***A Management Plan & the Presidential Transition***

To effectively manage the federal government, the next president must focus on its people. The Partnership, in collaboration with other stakeholders, will advance recommendations for the presidential transition and a framework for effective management in the next administration.

- Publication of “Fixing the Engine: Investing in People to Enhance Government Performance,” the Partnership’s proposed workforce management framework for the next administration
- An event with past White House Chiefs of Staff entitled *Federal Management Excellence: The First 100 Days* to promote a nonpartisan agenda for improving federal operations and management

### ***Building a Coalition of Support***

When we speak as one voice, the next administration will clearly hear our message. As we gather insights regarding this initiative, we also cultivate support through our outreach activities.

- Outreach to presidential campaigns and Congress to advance prioritization of management issues
- Coordinate with other good government organizations toward a set of shared goals
- 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
- A discussion with the Young Government Leaders group entitled, “Surviving the Presidential Transition,” focusing on how they can prepare for and engage in the upcoming transition

### ***Presidential Personnel & Preparing New Political Appointees***

To facilitate improved federal management and foster relationships with incoming administration leaders, the Partnership will engage in activities focused on the next generation of political appointees.

- Survey of current political appointees to identify ways to better orient new agency leaders
- Brief summary report of survey results, to highlight focal points for appointee preparation
- Materials to prepare new political appointees for their federal positions
- Directly assist the new administration with its transition activities

## ABOUT THE PARTNERSHIP FOR PUBLIC SERVICE

The Partnership for Public Service 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. We pursue three strategic goals – building communities of support, securing the right talent, and fueling innovation. Our guiding principles:

- We believe that good government starts with good people
- We live by our name of Partnership – working with others whenever possible
- We exist not to do the job of government, but to help government do its job better
- We work to improve *OUR* government, not *THE* government, focusing on goals that transcend ideology and politics

## CONTACT INFORMATION

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