



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

Employee Services

Monday, September 28, 2015

MEMORANDUM FOR: HUMAN RESOURCES DIRECTORS

FROM: Mark D. Reinhold, Associate Director, Employee Services, and Chief Human Capital Officer

Subject: The President's Management Council Interagency Rotation Program

This memorandum shares information and requests support to continue and expand the President's Management Council (PMC) Interagency Rotation Program (IRP). In 2010, the PMC, in collaboration with the Chief Human Capital Officers (CHCO) Council, recommended the development of a centrally-facilitated interagency rotation program for high-potential GS 13-15 employees to help cultivate a rising generation of talent with broad organizational experience. In response, the U.S. Office of Personnel Management (OPM) and the U.S. Office of Management and Budget (OMB), in partnership with other Federal agencies, launched the IRP in October 2011.

Over the past five years, this Program has contributed to the professional development of more than 350 high-potential leaders across the Federal Government. The IRP offers a unique opportunity for emerging leaders to expand their leadership competencies, broaden their organizational experiences, and foster networks they can leverage in the future. A recent evaluation of the IRP indicated that participants experience increased engagement and job satisfaction upon returning to their home agencies, as well as enhanced competence in the five Executive Core Qualifications. Previous participants encourage participation by serving as Host and Home Supervisors. For a more detailed overview of the IRP, see the attached Program overview.

OPM is working with the Federal Executive Boards (FEBs) to expand the Program across the nation. The FEBs perform a critical role in strengthening the coordination of Government activities outside of Washington, DC, and are effective catalysts for the IRP. Since 2014, five of the 28 FEB locations have participated in the Program—Atlanta, Chicago, Dallas, Denver, and Kansas City. In the spirit of building partnerships, OPM is encouraging additional FEBs to participate in the IRP, and ask Federal departments and agencies to support the expansion of this valuable Program.

For questions related to the IRP, or to indicate interest in your agency's participation, please contact PMCRotations@opm.gov.

Attachments: President's Management Council Interagency Rotations Program Overview

cc: CHCOs, Deputy CHCOs, FEB Chairs and Executive Directors, and Chief Learning Officers