Center for Leadership Development
Federal Executive Institute
Presidential Management Fellows (PMF) Program

Launching the
Class of 2017 Leadership Development Program
and
Class of 2018 Recruitment Strategy
The PMF Program Has a Rich History of Presidential Leadership Commitment

Celebrating a 40 year legacy of developing high potential graduate degree holders to become visionary leaders who transform government

**EO 12008 (1977)**
- Presidential Management Intern (PMI) Program
- Attract exceptional management potential with special training in planning/managing public programs & policies
- Schedule A 2-year appointments
- Public management backgrounds

**EO 12364 (1982)**
- Candidates with a commitment/interest in analysis and management of public programs
- Maximum of 200 PMIs selected yearly
- Schools nominate

**EO 12645 (1988)**
- Maximum of 400 PMIs selected yearly

**EO 13318 (2003)**
- Renames PMI Program to Presidential Management Fellows (PMF) Program
- Senior PMF for those with degree plus experience
- Schedule A or any organization excepted from competitive service

**EO 13562 (2010)**
- Places PMF within Pathways Programs
- Schedule D Appointing Authority
- Revokes Senior PMF
- Expands eligibility to include recent graduates up to 2 years
- Optional for Agencies to convert
- Cap determined by OPM Director
The PMF Program is Leveraging Strengths to Enhance the Fellowship Experience

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<tr>
<th>Class of 2016 Redesign Accomplishments</th>
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<tr>
<td>• Streamlined as-is business process</td>
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<td>• Announced Finalists one month earlier than FY15</td>
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<td>• Conducted Hiring Fair four months earlier than FY15</td>
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<td>• Orchestrated a new PMF Talent Management System (TMS) to replace PMF Talent Acquisition System (TAS) to launch FY17</td>
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<th>Class of 2017 Redesign Progress</th>
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<td>• Reduced program costs to hold fee at 2011 level of $7,000 per PMF</td>
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<td>• Redesigned assessment to apply veterans’ preference fairly and consistently</td>
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<td>• Streamlined cycle time from application to selection by 35% from FY16</td>
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<td>• Took the hiring fair to a virtual environment</td>
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<td>• Launching enhanced Leadership Development Program</td>
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<td>• three-day in person onboarding experience</td>
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<td>• cohort-based learning experiences</td>
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<td>• building strong support system around the Fellows (Coordinators, Supervisors, Mentors)</td>
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<th>Class of 2018 Redesign Plan</th>
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<tr>
<td>• Test new approach to succession planning</td>
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<td>• Design strategic recruitment to mission critical disciplines and diverse graduate students</td>
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<td>• Revamp assessment for increased rigor and quality</td>
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<td>• Publish 2018 recruitment calendar so agencies can develop jobs in advance</td>
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<tr>
<td>• Speed cycle time to place Finalists into jobs before winter holiday</td>
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<td>• Introduce leadership certification options</td>
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Introducing the Redesigned PMF Leadership Development Experience

- Our goals
- Our method
- The Program
- How to Participate
PMF Leadership Development Program Goals

- Deliver a premier leadership development experience that preserves the PMF Program’s stature as the Federal government’s flagship leadership succession strategy
- Help agencies build strong leadership succession pipelines by preparing Fellows to succeed in future leadership roles
- Accelerate Fellows’ leadership development by providing assessment-based awareness of strengths and opportunities, and supporting IDP development
- Create an esprit de corps across the Fellows Class Cohort to build a strong support network during and after the fellowship
- Build a strong support network around the Fellows by developing Agency PMF Coordinator, Supervisor and Mentor knowledge, roles, and skills required by the program
OPM Redesign of PMF Leadership Development Program: Our Method

- Benchmarked industry models of leadership development for early career professionals with advanced degrees
- Conducted collaborative redesign session with Agency PMF Coordinators, hiring managers, former and current Fellows, academic, and non-profit leaders
- Leveraged expertise resident at the Federal Executive Institute to align PMF development with Executive development strategies and resources
- Consulted with Redesign Working Group on draft design
- Using Class of 2017 as a “prototype” year to test new approach to Fellows’ development
OPM’s NEW PMF Leadership Development Program Phases

- Year One = Leading Self
  - Acclimate to the Federal environment
  - Understand the fundamental values and principles of democratic governance
  - Develop constructive relationships with a diverse range of stakeholders
  - Use rigorous assessment to help Fellows identify their individual strengths and opportunities for growth
  - Help Fellows design their own leadership development roadmap to strengthen their skills in leading themselves and leading those around them

- Year Two = Leading Change
  - Learn alternative approaches to problem solving
  - Identify and work on a change project to practice interpersonal skills and problem solving methods
  - Optional assessment-based certification in Lean Six Sigma, Human Centered Design, or Process Improvement
PMF Leadership Development: Year One
Onboarding November 7-9, 2017*

- **Pre-work:** Individual Leadership Assessment
- **Day One:** Introduction to the PMF Leadership Development Experience
  - Fellowship Program Goals and Two-Year Overview
  - How to Optimize the PMF Experience (Alumni Talk)
  - Leadership is a Journey
  - Emotional Intelligence (Lecture, Assessment Results, Coaching)
- **Day Two:** The White House *(With Agency PMF Coordinators and Supervisors)*
  - Constitutional Values and Federal Leadership (FEI Faculty)
  - Administration Priorities (White House Leader Talk)
  - StandOut (Lecture, Assessment Results, Coaching)
  - Networking with Alumni and White House Fellows, White House Leadership Development Fellows, other Fellows (to be invited)
- **Day Three:** Design Your Leadership Journey
  - Designing Your Individual Development Plan
  - Using the PMF Talent Management System
  - Launching Your Cohort Support Program

* In development, subject to change
PMF Leadership Development: Year One
Individual, Cohort and Class Development

First Six Weeks – Starting Your Journey
• Weekly Cohort meetings
• Finalize IDP and Roadmap
• Develop Monthly Cohort Skill-Building Plan

Monthly – Continuing Your Shared Support
• Each Cohort member leads one month
• Leadership Competency Development
• Cohort Leadership Reflection

Quarterly Programs – Building Your Network
• Quarterly Thought Leader Talk
• Networking Event (Federal leaders, PMF Alumni, Other Federal Fellows)
PMF Leadership Development: Year One
Supervisor and Mentor Development*

Supervisor experiences
• Constitutional values and Federal leadership
• Administration priorities (White House leader talk)
• Strengths-Based teambuilding
• Developing others (Fellows’ IDP Design)

Mentor experiences
• Training on mentor roles and responsibilities
• Tools for structuring an effective mentorship relationship
• Experiential learning in developing others

* In development, subject to change
PMF Leadership Development: Year Two
Project-Based Learning*

Three-Day Class Program – Launching the Next Phase
• Reflect on IDP Learnings
• Introduction to Problem-Solving Disciplines (Lean Six, Human Centered Design, Process Improvement)
• Design a Project and Choose a Discipline (with Supervisors)

Quarterly Programs – 21st Century Challenges
• Thought Leader Talks
• Networking Events (Federal leaders, PMF Alumni, Other Federal Fellows)

Optional Certification in Problem-Solving Discipline

Capstone Event
• Assessment and Reflection
• Refresh Individual Leadership Development Plan

* In development, subject to change
PMF Leadership Development Program
Benefits to Fellows and Agencies

- Fellows experience rigorous, assessment-based leadership skills development
- Fellows build cohorts for mutual support and professional networking
- Fellows access FEI faculty, Federal leaders, and thought leaders
- Fellows meet 80-100 required training hours through Program
- Fellows optionally certified in globally recognized problem solving discipline
- Agency PMF Coordinators get support for meeting program requirements
- PMF Supervisors build skills in developing Fellows
- PMF Mentors build skills in mentoring and developing others
- Agencies access centralized PMF developmental program at no extra cost
- Agencies focus their developmental resource on mission requirements
PMF Leadership Development Program
How to Participate

• Agency signs 7600A and 7600B for each participating Fellow
• PMF Program Office must receive signed obligating documents by September 29, 2017
• OPM manages all communications related to the Leadership Development Program (e.g., registration, logistics, pre-work, etc.)
• Fellows must onboard with their Hiring Agency prior to the November 7 start date to participate
• Fellows onboarding after the November 7 start date will be eligible for the Class of 2017 Leadership Development Program – Group II (launch date TBD)
• Class of 2015 and 2016 Fellows continue access to Mt Vernon Leadership Development Program
PMF Leadership Development Program: Questions?
PMF Program Redesign: Strategic Recruitment – Our Goals

• Identify agencies’ projected hiring needs by discipline and degree program
  • Pathways data call (delayed for Class of 2018)
  • Leadership Succession Planning Tool (pilot test – Class of 2018)
• Design recruitment strategy (Class of 2019)
  • Degree programs
  • Diverse candidate pool
• Leverage resources to expand reach and raise awareness (Class of 2018)
  • Partnership for Public Service / Call to Serve (September / October)
  • FEBs, Academic Partners (September)
  • OPM Leaders
  • Agency PMF Coordinators
  • PMF Alumni
PMF Program Redesign: Strategic Recruitment – Our Plan

• District of Columbia
  • Georgetown University
  • University of Maryland
  • Others TBD
• Colorado
  • Denver Institutions TBD
• Georgia
  • Kennesaw State University
  • Atlanta Institutions TBD
• Texas
  • Austin Institutions TBD
• Louisiana
  • New Orleans Institutions TBD
PMF Program Redesign: Strategic Recruitment – Our Ask

• Tell us where you’re going
  • September 5 – October 15, 2017 recruitment window
  • Your agency’s recruitment team, willing to pitch the PMF Program
  • Your agency’s PMF-specific recruitment activities

• Email PMF Program Office (pmf@opm.gov)
  • Name and State of each Institution your agency is visiting
  • For each academic institution you are visiting:
    o Date of visit
    o Name and email of agency representative visiting

• Attend the pre-recruitment briefing
  • PMF Program Office will invite all agency representatives to webinar
  • PMFPO will walk all recruiters through the recruitment presentation to develop understanding of how to message the PMF Program
  • PMFPO will send presentation-ready recruitment deck to all recruiters who attend the webinar
PMF Strategic Recruitment Program: Questions?