



IBM Center for
The Business of Government

Home Alone: SES Leadership During a Presidential Transition

SES Leadership Training Conference
U.S. Department of Labor
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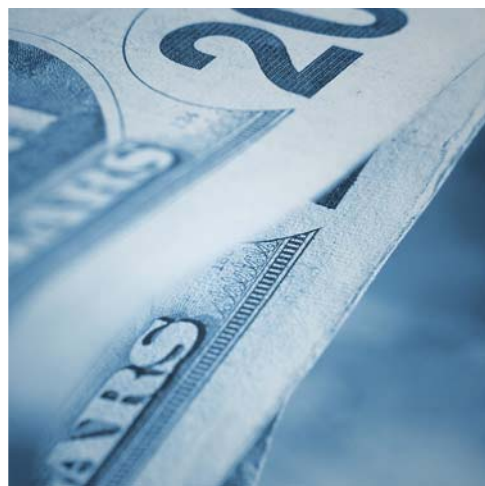
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Overview

- Understanding Context
- The Four Phases of Transition Process
- Implications of the Transition
 - For Your Department
 - For Your Program or Bureau
 - For You



Context



- *Drivers*
- *Policy Environment*
- *Resources*



Four Phases of Transition Process

- *Pre-conventions*
- *Post-conventions*
- *Post-election*
- *Post-Inauguration*





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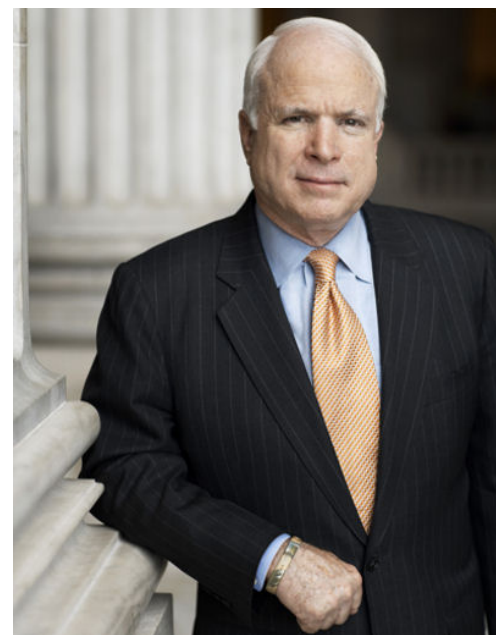


Presidential Transition: Implications for Your Department



Sen. John McCain Scenario

- *Seal the pork barrel*
- *Stop revolving door; restore ethics*
- *Reorganize the workforce*





Sen. Barak Obama Scenario

- *Close revolving door, shine light on lobbying*
- *End contract abuse*
- *Government “back to the people”*
- *Technology is a key enabler*



Questions You Need to Answer

- *What policy and management issues do you see that will be critical regardless of who is elected?*
- *Have you identified the potential impact of campaign commitments on your agency or program?*



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Presidential Transition: Implications for Your Program or Bureau



Presidential Transition Process Dynamics

- **Outgoing Team**
 - Designated points of contact
 - “Midnight” actions
 - The GSA Directory

- **Incoming Team**
 - During Post-Election period
 - During Post-Inauguration period

- **Briefing Books**
 - Statutory Requirements, Organization, Budget, People

- **The 30-, 90-, 180-day Agendas**



Getting Things Done During a Transition

Expect Things to Both Slow Down and Speed Up



- **Slow:**

- Contracting
- Hiring
- Promotions
- Administrative Decisions

- **Fast**

- Policy vetting
- Budget decisions
- Meeting new people



What to Expect From Incoming Team

- **Assessments of:**
 - Management capacity
 - Program and policy issues
 - External stakeholders
 - Budget

- **Preparing multiple budgets:**
 - Continuing resolution?
 - Current services budget
 - New initiatives budget



Questions You Need to Answer

- *How will you “invest” time in developing insights, agendas for your next boss?*
- *Who do you “key off” of during the transition period?*
- *Have you developed your resume for your new boss(es)?*



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Presidential Transition: Implications for You



Rules of Engagement for Career Executives

- Know your job and develop your expertise
- Understand and embrace your role
- Be patient
- Learn something about the new political leadership
- Be aware of the bigger picture

Questions You Need to Answer

- *Will briefing books focus on constraints or possibilities?*
- *What would you say if asked for a list of “dream” initiatives? Why?*
- *What priorities would you recommend for 30-, 90-, and 180-day timeframes?*
- *What would you recommend beyond 180 days?*



Additional Resources

- ***Ten Challenges Facing Public Managers*** (2008)
- Available from the IBM Center for The Business of Government
www.businessofgovernment.org
- Blog on Presidential Transition:
www.transition2008.wordpress.com
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