



Presidential Transitions: Preparing for the Next Administration

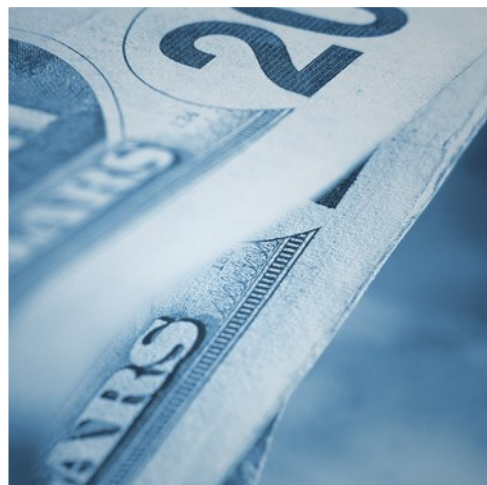
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Overview

- The Last Two Years of an Administration
- The Four Phases of the Presidential Transition Process
- Implications of the Transition
 - For Your Department
 - For Your Program or Bureau
 - For You
- IBM Center Resource Materials

The Last Two Years of an Administration



- *Embedding Legacy Initiatives vs. Suspended Animation*
- *Increasing Vacancies and Acting Leaders*
- *Laying Groundwork for Whomever Comes Next*
- *Understanding Operating Context the Next Leader Will Have to Confront*

Four Phases of Transition Process

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



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Presidential Transition: Implications for the Foundation

Laying the Groundwork in Advance

- New governmentwide requirements take effect with new Administration
 - Implementation of DATA Act
 - Agency Strategic Plans on 4-year cycle
 - Agency Annual Performance Plans tied to Strategic Plan
 - Agency Priority Goals
 - Cross-Agency Priority Goals

- Handling Transition of Old-to-New Plans & Goals during 2017

- Advance Prep for Development of New Strategic Plans
 - Strategic foresight: scenario-planning and options
 - Risk management options

Questions You Need to Address

- *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 Divisions

Presidential Transition Process Dynamics

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

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

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

- **Their 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 Leaders

- 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?*

Selected Resources

- IBM Center Website: www.businessofgovernment.org
 - See: “A Management Roadmap for the Next Administration”
- GSA Transition Website
 - <https://presidentialtransition.usa.gov/>
- National Academy of Public Administration
 - www.napat16.org
- The White House Transition Project
 - <http://whitehousetransitionproject.org/>
- Transitions in Governance Project
 - transitions2016.org/

