

Comprehensive Plan for Reforming the Federal Government



The OMB Directive Has Been Set

In the recently published Administration’s Memorandum M-17-22, the Office of Management and Budget (OMB) directs all federal agencies to develop reform plans that will create a more lean, accountable, and efficient government for the American people. It is the most involved and detailed reform requirement of any Administration. Aggressive and holistic action is required by every agency in 2017, 2018, 2019 and beyond to accomplish this.

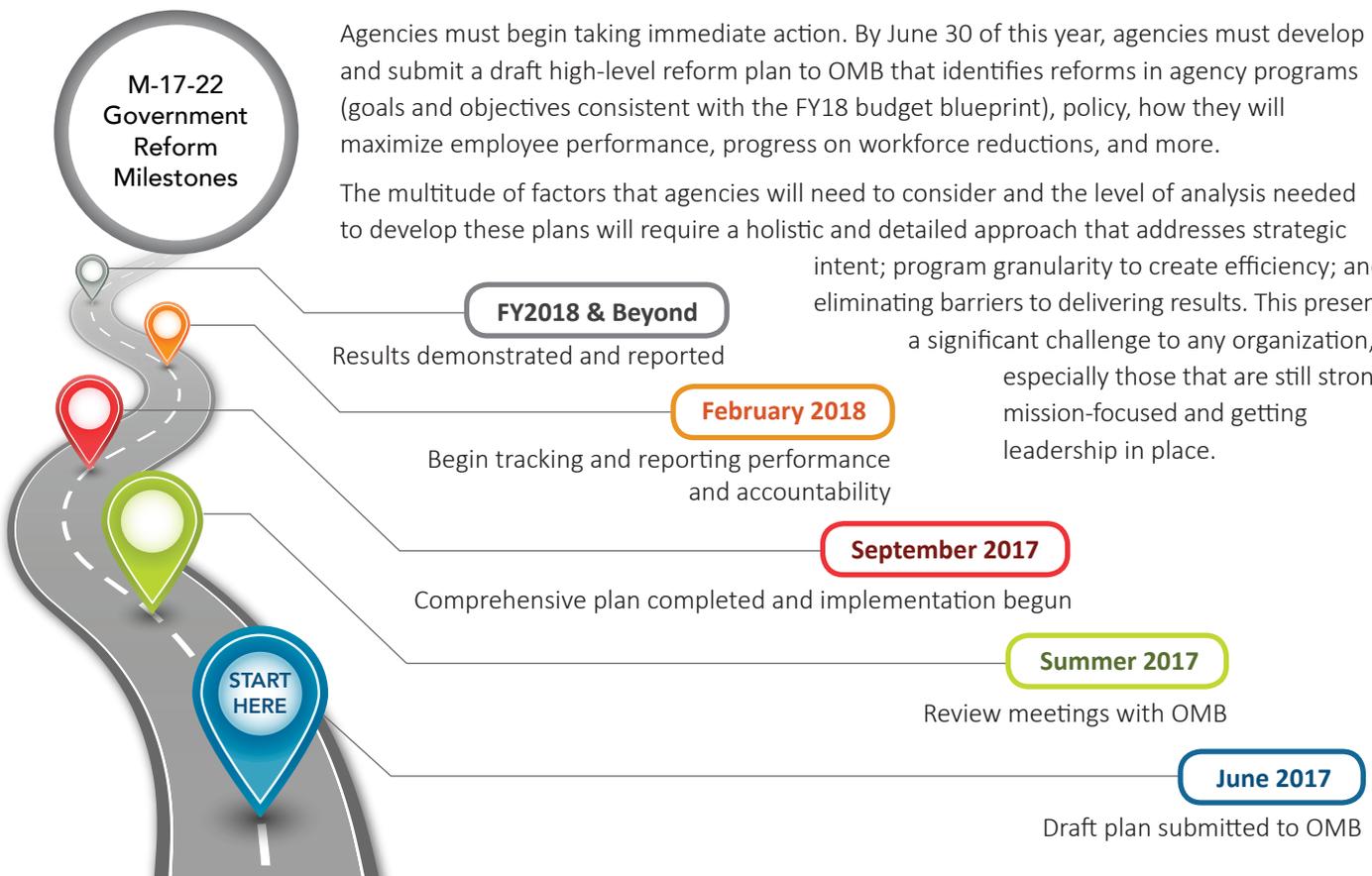
Reforming Government Requirements

| GOALS | OBJECTIVES | AGENCY REQUIREMENTS |
|---|--|--|
| <ul style="list-style-type: none"> ▪ Create a lean, accountable, more efficient government for the American people ▪ Deliver efficient and effective programs with the highest need for citizens ▪ Align the Federal workforce with future needs ▪ Strengthen agencies by removing barriers to delivering results | <ul style="list-style-type: none"> ▪ Eliminate funding for programs that are unnecessary, outdated or not working ▪ Reduce the size of the Federal workforce ▪ Ensure actions are consistent with collective bargaining obligations | <ul style="list-style-type: none"> ▪ Create and submit an agency reform plan (for efficiency, effectiveness, and accountability) to include workforce reductions ▪ Take immediate action to achieve near-term workforce reductions and cost savings ▪ Re-define agency mission (where appropriate) ▪ Develop a plan to maximize employee performance ▪ Work with OMB RMOs to finalize plans ▪ Consult with OPM for templates and guidance on restructuring options |

M-17-22 Government Reform Milestones

Agencies must begin taking immediate action. By June 30 of this year, agencies must develop and submit a draft high-level reform plan to OMB that identifies reforms in agency programs (goals and objectives consistent with the FY18 budget blueprint), policy, how they will maximize employee performance, progress on workforce reductions, and more.

The multitude of factors that agencies will need to consider and the level of analysis needed to develop these plans will require a holistic and detailed approach that addresses strategic intent; program granularity to create efficiency; and, eliminating barriers to delivering results. This presents a significant challenge to any organization, especially those that are still strongly mission-focused and getting leadership in place.



Make government lean, accountable and more efficient.

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Let COE Help with the Heavy Lifting

COE's nationally recognized approach to transforming organizations, our proven organizational effectiveness methodology, and our 30+ year track record of supporting federal agencies allow us to assist your agency in responding to the OMB directive quickly, comprehensively, and with validated approaches that will be implemented with success. We also have multiple contract vehicles in place to help you get started quickly.



COE Organizational Effectiveness Framework™

Steve Goodrich—our President & CEO and Co-Chair of the Government Transformation Initiative—is the author of, “Transforming Government: From Congress to the Cubicle.” In this book, he describes the management approach and practices that need to take place to transform government and strengthen its capacity to serve the American people. The approaches addressed in the book are closely aligned with goals and objectives presented in the OMB Memorandum. Steve will be happy to meet with your agency's leaders and provide you with a free copy of his book.

COE Can Assist You in...

- ✓ Assessing agency and cross-agency programs for fit, efficiency, effectiveness, and accountability using multiple sources of evidentiary data
- ✓ Developing a workforce realignment plan (workforce planning) that would result in continued effective application of resources
- ✓ Aligning all organizational elements (see Organizational Effectiveness Framework above) to maximize efficiency—human resources, processes, policy, information, technology, etc.—so that your agency is not caught unable to execute or have a lapse in performance
- ✓ Training and coaching your managers, HR specialists, and others to prepare for and execute the plan
- ✓ Providing program management office (PMO) support for this undertaking, including change management
- ✓ Developing, tracking, and reporting agency performance and accountability
- ✓ Integrating the reforms into agency strategy, human capital, investment, and other plans

