



Seattle Federal Executive Board Operating / Work Plan FY2023

Strategic Goal I – Workforce Building and Succession Management

FEB Network Strategic Plan Program Responsibilities	Local Program/Activity Details	Targeted Date
<p>1.1 Anticipate future training and development needs and deliver those in a timely fashion.</p> <p>1.1.1 Offer unique training opportunities that Federal employees do not receive from their agencies.</p> <p>1.1.2 Survey agency membership to ensure training is relevant and valuable.</p> <p>BASELINE: Leverage existing expertise within the Federal Government and host internal Government training opportunities, on at least a semi-annual basis. Extend hybrid/virtual participation to multiple FEB locations when appropriate.</p>	<p>1.1.1 Continue to assess cross-agency needs both formally and informally</p> <p>1.1.2 Executives were surveyed at the Annual Meeting on December 7, 2022, and suggested/concurred on the following training priorities for 2023:</p> <ul style="list-style-type: none"> • The Role of Inspector General Offices (cross-agency) • HR and Training (potentially reconvening that Committee) • Hiring Authorities • Concept of Operations Briefing by FEMA/USGS/GSA for all SFEb agencies 	<p>March 30, 2023</p>
<p>1.2 Identify critical skills and leverage existing or propose new hiring practices to close gaps.</p> <p>1.2.1 Strengthen workforce competencies through formal leadership development programs and continuous learning seminars.</p> <p>BASELINE: Collaborate with Federal human resources professionals to share best practices on skills-based recruitment, retention, and hiring authorities, on at least an annual basis.</p>	<p>1.2.1 Continue the successful SFEb Associates Program, including encouraging self-assessment of the program in 2023</p>	<p>(ongoing) September 30, 2023</p>
<p>1.3 Prioritize recruitment and retention, encouraging career paths for the next generation and facilitating employee engagement.</p>	<p>1.3 Continue to promote local vacancies and outreach opportunities via LinkedIn</p>	<p>(ongoing) June 30, 2023</p>

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<p>1.3.1 Collaborate with educational institutions to inform agency senior leaders on higher education trends and certificate programs to develop diverse and inclusive talent pipelines.</p> <p>1.3.2 Promote Federal participation in local career fairs and showcase agency missions.</p> <p>1.3.3 Recognize excellence in the workforce through award programs.</p> <p>BASELINE: Serve as a Federal Ambassador to promote public service and Federal Government as an employer of choice, especially to underserved communities. Collaborate with organizations to sponsor information sessions and/or career fairs, on at least an annual basis.</p>	<p>1.3.1 Continue to build collaboration and outreach opportunities with local educational institutions and potentially expand to additional Hispanic-Serving Institutions, Historically Black Colleges and Universities and other OPM educational partners</p> <p>1.3.2 Use SFEB platforms to increase Federal participation in local career fairs</p> <p>1.3.3 Produce a no-cost Public Service Recognition Awards event for interested SFEB agencies in May 2023</p>	

Strategic Goal II – Cultivating an Innovative Organization

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<p>2.1 Amplify innovative practices to increase organizational agility.</p> <p>2.1.1 Engage with agencies to learn localized innovative processes and share findings with stakeholders.</p> <p>2.1.2 Leverage technology and flexible strategies to maximize agency engagement and participation.</p> <p>2.1.3 Foster an innovative culture that accepts risk and rewards creativity, by serving as pilot sites for new approaches and solutions.</p> <p>BASELINE: Highlight agency missions and facilitate discussions on innovative processes at routine Full Board meetings, on at least a semi-annual basis. Serve as a pilot site to test solutions when appropriate.</p>	<p>2.1.1. Solicit and share local agency innovations</p> <ul style="list-style-type: none"> • Engage and encourage Seattle FEB’s Associates Program to keep innovating and explore feasible changes for the future • Highlight selected agency missions at quarterly board meetings. <p>2.1.2 Continue to use different technology for hybrid in person and remote meetings to maximize participation and convenience</p> <p>2.1.3 Maintain and strengthen existing committees (Diversity, Equity, Inclusion and Accessibility Committee as well as Emergency Preparedness Working Group) while considering reengaging with a newly reconstituted HR/Training Committee; Public Affairs; or others. Building</p>	<p>March 30, 2023</p>

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	new groups will require agency participation to help steer.	
<p>2.2 Anticipate and plan for unexpected emergencies.</p> <p>2.2.1 Prepare agencies to adapt to emergency events without much notice.</p> <p>2.2.2 Support agencies to build resilience and respond to changing environments.</p> <p>BASELINE: Collaborate with Federal continuity professionals to share best practices on emergency planning, at least on a quarterly basis.</p>	<p>2.2.1 Maintain leadership and emergency contacts directory and continue to seek improved methods of conducting emergency notifications</p> <p>2.2.2 In response to leadership requests, will share National Weather Service updates with agency directors and emergency preparedness contacts.</p>	<p>(ongoing, at least quarterly) March 30, 2023</p>
<p>2.3 Collaborate to share knowledge and information as one unified Network.</p> <p>2.3.1 Develop a successful practices playbook of FEB programs and enable individual FEBs to determine how to customize programming for local priorities.</p> <p>2.3.2 Strengthen awareness of FEB mission and National brand by improving communication strategies.</p> <p>2.3.3 Coordinate professional development and team building opportunities for FEB Staff.</p> <p>BASELINE: Leverage resources from the FEB Network to augment local FEB programs. Partner with regional FEB locations to sponsor joint information session(s) related to innovative trends in the fields of emergency preparedness and/or human resources on at least an annual basis.</p>	<p>2.3.2 Keep OPM PMO staff apprised of accomplishments and challenges.</p> <p>Reach out to new FEB counterparts within the network to offer resources and connection.</p> <p>2.3.3 Explore bringing in a detailee to assist with running SFEB programs (early 2023)</p>	<p>(ongoing) September 30, 2023</p> <p>2.3.3: January 2023-May 2023</p>

Strategic Goal III – Fostering Coalitions

FEB Network Strategic Plan Program Responsibilities	Local Program/Activity Details	Anticipated Date
<p>3.1 Engage with stakeholders from the Federal, State, Local, and private sectors.</p> <p>3.1.1 Create networking opportunities to connect organizations and develop leadership relationships that foster collaboration across sectors.</p> <p>3.1.2 Respond to general questions from intergovernmental partners regarding local Federal resources.</p> <p>BASELINE: Disseminate relevant information to cross-sector audiences and include State, Local, and private sector stakeholders in FEB-sponsored programs, as appropriate. Collaborate with intergovernmental stakeholders to host information session(s) related to National and/or local priorities, on at least an annual basis.</p>	<p>3.1.1 Remain alert for potential networking opportunities within and beyond federal agencies.</p>	<p>(ongoing) June 30, 2023</p>
<p>3.2 Demonstrate value to agencies and stakeholders.</p> <p>3.2.1 Develop a campaign implemented at the National and local levels to emphasize FEB benefits to the Federal community and intergovernmental partners.</p> <p>3.2.2 Showcase return on investment to all agencies and stakeholders.</p> <p>BASELINE: Coordinate with the National Office to highlight FEB contributions to the Federal community in press releases and/or social media, on at least a semi-annual basis.</p>	<p>3.2.1 Maintain and share “SFEB At A Glance” one-page document; updated GSA-sponsored website, and occasional Upcoming Opportunities summaries to keep current SFEB agencies apprised and to welcome new leadership members.</p>	<p>March 30, 2023</p>
<p>3.3 Align strategic lines of effort with National priorities and cross-agency goals.</p> <p>3.3.1 Build in flexibility to ensure local priorities are addressed.</p> <p>3.3.2 Provide feedback to the National Office related to implementing cross-agency goals.</p> <p>BASELINE: Promote cross-agency goals to the local Federal community and convene targeted focus groups to provide</p>	<p>3.3 Continue to promote cross-agency goals, specifically:</p> <ul style="list-style-type: none"> • SFEB’s Diversity, Equity, Inclusion and Accessibility Committee, aligned with President Biden’s Executive Orders on DEIA • Other national initiatives as may arise 	<p>(ongoing) June 30, 2023</p>

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<p>feedback on the progress and impact of National priorities. Focus groups can be initiated by FEB Leadership and/or requested by the National Office. Communicate FEB support of National initiatives in an annual report submitted to the National Office.</p>		