Additionally, the nominee's supervisor is urgditionally, the nominee's supervisor is urged to discuss participation in the President's Executiss participation in the President's Executive Exchange Program with him/her, to determine inge Program with him/her, to determine the type of assignment which would be most benefif assignment which would be most beneficial to the Agency, and to explore re-entry opportur Agency, and to explore re-entry opportunities to permit appropriate planning for the executivmit appropriate planning for the executive's return. Sponsors pay the cost of a return visit tc. Sponsors pay the cost of a return visit to the organization during the year to discuss re-entryization during the year to discuss re-entry.

Executive Resource Boards are also urged tccutive Resource Boards are also urged to discuss the Program with the nominee in terms of he Program with the nominee in terms of the individual's executive development plans, partidual's executive development plans, particularly when the nominee is interested in particip/hen the nominee is interested in participating in the Program as an option used to prepare for Program as an option used to prepare for candidacy in the Senior Executive Service. dacy in the Senior Executive Service.

The sponsoring Executive Agency should ap sponsoring Executive Agency should appoint an appropriate level liaison to work with the Co ropriate level liaison to work with the Commission staff and the executive throughout the n staff and the executive throughout the Program Year. Finally, sponsors are bound to adhe/ear. Finally, sponsors are bound to adhere to all Federal and State statutes regarding conf Federal and State statutes regarding conflict of interest and must counsel the executive rega rest and must counsel the executive regarding individual responsibilities. dual responsibilities.

Hosting A Presidential Exchange Executive

ing A Presidential ange Executive

A Federal Agency can also participate in the ederal Agency can also participate in the President's Executive Exchange Program by ho ent's Executive Exchange Program by hosting a private sector executive who has been nomina te sector executive who has been nominated by the Chief Executive Officer of his/her compa Chief Executive Officer of his/her company, meets the same standards as one from the Fede the same standards as one from the Federal sector, and has participated in the Commission', and has participated in the Commission's screening process. ning process.

To host an executive, the Agency should defi ost an executive, the Agency should define a responsible and challenging position. The sal onsible and challenging position. The salary paid will be based on the GS salary scale, com- ill be based on the GS salary scale, comparable to compensation earned prior to the ass e to compensation earned prior to the assignment, adjusted for anticipated merit and cost of adjusted for anticipated merit and cost of living increases. Additionally, the host pays for increases. Additionally, the host pays for the executive's travel and per diem expenses relate ive's travel and per diem expenses related to the education program. education program.

The host must allow leave time for education host must allow leave time for education activities, including five days in September for tes, including five days in September for the Orientation Seminar; ten days in February for th ation Seminar; ten days in February for the International Study Seminar; and three days in ational Study Seminar; and three days in June for the Year-End Conference. Private sector exe Year-End Conference. Private sector executives working in Government also meet for two orking in Government also meet for two hours each week for discussions with key national lea eek for discussions with key national leaders. The executives also should be permitted to use ecutives also should be permitted to use administrative leave for a visit to the sponsor to strative leave for a visit to the sponsor to discuss re-entry. Executives are urged to use vaca -entry. Executives are urged to use vacation leave only at the end of the exchange assignme nly at the end of the exchange assignment.

The host should develop a plan to introduce t host should develop a plan to introduce the executive to appropriate senior officials of the o ive to appropriate senior officials of the organization, exposing the individual fully to the stru n, exposing the individual fully to the structure, to policy making, and to policy makers. policy making, and to policy makers.

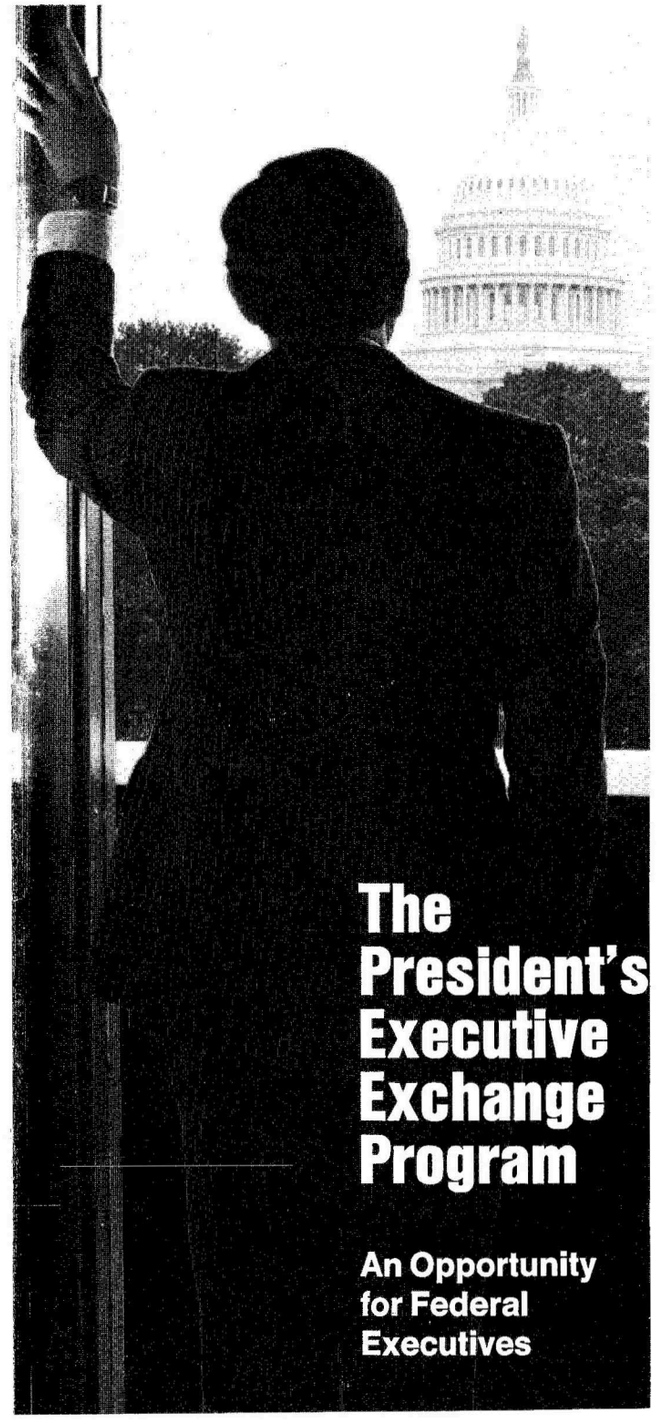
The host is asked to appraise the executive semi-annually and, in keeping with the concept of the Program, may not extend an offer of permanent employment, either during preliminary interviews or upon completion of the assignment.

In past years, private sector executives have held these types of positions in Government:

- An Assistant Treasurer from a major oil company worked as a Special Assistant to the Assistant Secretary of the Treasury for Economic Policy, developing an agenda for the White House Conference on Balanced Economic Growth. He also performed an in-depth study on the reorganization of the data collection function and the cost center accounting system for that office.
- A manager of international purchasing for a large manufacturing company worked as the Executive Director for Planning and Budget within the office of the Comptroller of the Currency, developing a new system of strategic planning for the office.
- A marketing manager from a large computer manufacturing company worked as Special Assistant to the Assistant Secretary of Energy for International Affairs, coordinating follow-up activities to the Secretary's trip to the People's Republic of China, in energy fields of high physics, oil, coal, renewables, and hydroelectrics. She also served as liaison for business and trade associations regarding China's energy programs and coordinated inter-Governmental Agency activities for China's energy projects.
- The Manager of Investor and Shareholder Relations from a large chemical company served as Special Assistant to the Chairman of the Civil Aeronautics Board, assisting in the areas of manpower management, case scheduling, Congressional inquiries, budget formulation, and public participation in Board proceedings.

For further information, write to:

The President's Commission
on Executive Exchange
The White House
Post Office Box 14179
Washington, D.C. 20044



The President's Executive Exchange Program

An Opportunity for Federal Executives

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How Does the Program Work?

The President's Executive Exchange Program accepts nominations in the early spring for participation the following program year. Candidates are nominated by the Head of the sponsoring Executive Agency, and participate in screening interviews to determine whether they possess those qualities needed for continued management success. During this procedure, nominees must be approved by Commission staff, by a past participant in the Program, and by a Member of the Commission.

After selection, appropriate assignments are identified for each executive and they are interviewed by the potential host organizations. They are then placed in mutually agreed upon positions, usually at the corporate headquarters of the company, with a starting date in September.

During the year, executives take leave without pay from the Government, with their salary paid by the private sector host. Commission staff is responsible for salary negotiation on behalf of executives. Salary is consistent with compensation which would have been earned with the Government, adjusted for any anticipated merit or cost of living increases.

While working for business, executives participate in a comprehensive education program, both national and international in scope, which places the work experience in the broader perspective of the private sector. At the end of the exchange year, Federal Executives return to their sponsoring Federal Agency, to positions of comparable or greater responsibility.

The Work Assignment

Presidential Exchange Executives hold positions of significant responsibility during the year and are expected to make a measurable contribution to the host company. Executives have specific assignments, usually staff positions, reporting to senior executives of the company.

The work experience makes the best use of the individual's abilities and permits the executive to experience the problems and challenges of a person permanently in the same position.

Near the end of the assignment, executives recount their exchange experience, detailing observations on methods for future business-Government interaction in the formation of public policy. This written report is for the benefit of the business host, to be shared with the Government sponsor.

In past years, Federal executives have held these types of positions in business:

- A Foreign Service Officer, who last served as Chief of the Economic/Commercial Section of a U.S. Embassy in a Middle Eastern country, was Special Assistant to an Executive Vice President of a major financial investment house, conducting analyses of the bank's activities in certain financial markets, and recommending measures and strategies for evaluating and improving performance in the investment banking, commercial banking and market making activities.
- A Physical Science Administrator from the General Services Administration worked for a manufacturing firm as a senior project specialist in corporate operations, reporting to the Director of Corporate Engineering and Reliability. The executive developed an engineering release system to standardize and unify the processes, methodologies and interactions employed by the firm's subsidiaries worldwide, in all facets of the business, from product conception to manufacturing.
- A senior official of the Office of Scientific Intelligence at the Central Intelligence Agency was assigned to a major oil company, responsible for planning the firm's international telecommunications system; the project involved negotiations with European government officials and officers of multinational corporations on both technical and international trade regulation issues.

The Education Program

While the work experience is the major challenge of the exchange year, the education program provides a framework in which corporate strategy and public policy and the evolving pattern and conduct of business/Government relations can be examined and pursued. Three major conferences bring together both private sector and Federal executives during the exchange year. In addition, Federal executives meet at the Wharton School for a week-long conference in December.

ORIENTATION SEMINAR

This week-long conference in September permits executives to acquire and evaluate information on issues and conditions related to both sectors, especially those which affect public policy and its regulation of business. Through briefings and discussion with senior Government officials, Members

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