Additionally, the nominee's supervisor is urgditionally, the nominee's supervisor is urged to discuss participation in the President's Executive Exchange Program with him/her, to determine unge 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 executive if appropriate planning for the executive's return. Sponsors pay the cost of a return visit to. Sponsors pay the cost of a return visit to the organization during the year to discuss re-entry.

Executive Resource Boards are also urged to discuss the Program with the nominee in terms of the 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.

The sponsoring Executive Agency should applications an appropriate level liaison to work with the Corropriate level liaison to work with the Corropriate level liaison to work with the Commission staff and the executive throughout the In staff and the executive throughout the Program Year. Finally, sponsors are bound to adhere to all Federal and State statutes regarding conffederal and State statutes regarding conflict of interest and must counsel the executive regarding individual 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 hoent's Executive Exchange Program by hosting a private sector executive who has been nominate 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 Fedethe same standards as one from the Federal sector, and has participated in the Commission's screening process.

To host an executive, the Agency should definest an executive, the Agency should define a responsible and challenging position. The salonsible and challenging position. The salary paid will be based on the GS salary scale, comparable to compensation earned prior to the asset ocompensation 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 the executive's travel and per diem expenses related to the education program.

The host must allow leave time for education host must allow leave time for education activities, including five days in September for ties, including five days in September for the Orientation Seminar; ten days in February for thation 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 Porking 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 vaca9-entry. Executives are urged to use vacation leave only at the end of the exchange assignmently at the end of the exchange assignment.

The host should develop a plan to introduce thost should develop a plan to introduce the executive to appropriate senior officials of the oive to appropriate senior officials of the organization, exposing the individual fully to the strun, exposing the individual fully to the structure, to policy making, and to policy makers.

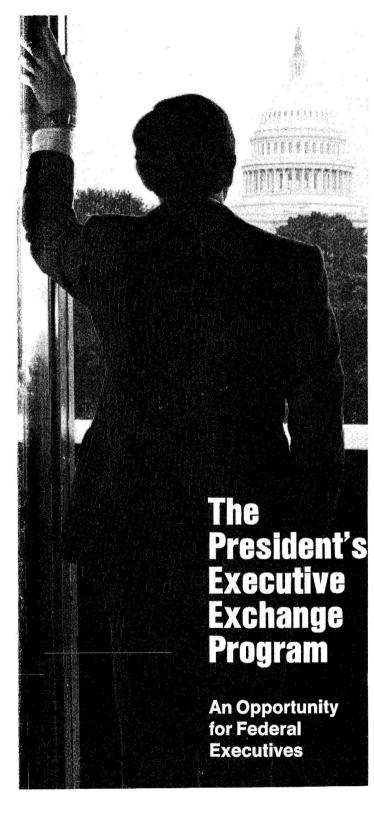
The host is asked to appraise the executive semiannually and, in keeping with the concept of the Program, may not extend an offer of permanent employment, either during preliminary interviews or upon completion of the assignment.

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 followup 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



mission on Executive over a decade ago to promote tter working relationship private sectors. The Program executives with a year of wth. Through an exchange se, the Program affords an ission, operations and ss of the opposite sector. ne exchange are highly motiwho are in the growth years proven record of success omplishment. They have been ne potential to become policy npanies. Executives have inging across the full specnotuding economic planning, management information /sis, urban planning or

ge Executives are the best of nt. They are the future leaders of America, knowledgeable not involve them directly, but of y participate. They are capame to understand the strengths stem, and the contribution it ng public policy.

President's Executive ust be nominated by the Head cutive Agency, based on his/ ne a member of the Senior e nominee should be in the ner career, at the GS 13, 14 or itellectual capacity and a agement ability and job accomee should be able to articulate nal goals, while possessing an the Program would be a heir implementation. am is designed to expose exite sector, Federal executives icant work experience in the tives must be willing to relocate which may be anywhere in the t corporate headquarters. change year, which may not executive returns to the spon-

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 weeklong 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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