



CIGIE Fellows Program

2024-2025 Program Manual



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Introduction

The Council of the Inspectors General on Integrity and Efficiency (CIGIE) designed the CIGIE Fellows Program (CFP) to strengthen enterprise leadership across the government and oversight community by providing OIG professionals with expanded perspective and skillsets to address challenges facing the government. These increasingly complex challenges require leaders to work across agency and organizational boundaries while leveraging networks to effectively deliver services to the American people.

The program focuses on developing talent and building the next generation of career senior executives within the OIG community. The program accomplishes this through an interagency rotation focused on the complex, cross-agency challenges that increasingly confront the Federal government and by strengthening leadership skills through targeted developmental sessions during the fellowship.

The goal of the program is to build a cadre of government oversight leaders with strong interagency experience and exposure to a broad cross-section of the government. Fellows work on challenging assignments to develop the skillsets and networks that enterprise leaders need, such as a whole-of-government perspective, stakeholder collaboration and engagement, working across boundaries without formal authority, and working outside traditional agency structures.

The CFP requires Fellows to leverage their skills to drive progress on important programs and deliver long-term strategic results. The CFP works closely with CIGIE Committees to allow Fellows to develop a deeper understanding of organizational performance, delivering results, embracing innovation, and focusing on outcomes and effective service delivery.

This manual provides more information on the program's nomination and selection process, developmental activities, rotational assignments, roles & responsibilities, and post-program activities. **Appendix A** contains answers to Frequently Asked Questions. **Appendix B** includes best practices for the re-entry of Fellows to their home agencies after completion of interagency rotations.

Program Overview

The CIGIE Professional Development Committee sponsors the CFP, and the CIGIE Training Institute's Leadership and Mission Support (L&MS) Academy supports the CFP. It is a 1-year senior leadership development program that includes an interagency rotational assignment within the CIGIE community that is generally outside the Fellow's area of subject matter expertise.

This provides an opportunity for a diverse cohort of high-potential career employees to develop enterprise leadership skills as they seek to become future Senior Executives. Fellows spend at least 680 work hours (equivalent to 85 workdays or 4 months) in a rotational assignment gaining on-the-job experience. Fellows also attend multiple developmental activities built around the stakeholders, networks, and skillsets that senior leaders need.



Program Objectives

1. Provide Fellows with a broad federal oversight perspective on high-priority challenges and access to senior decision-makers with exposure to a wide cross-section of government.
2. Develop a cadre of leaders with executive-level skillsets and networks to address challenges through a cross-agency lens and implement solutions across organizational boundaries.
3. Strengthen ongoing implementation efforts of cross-agency initiatives important to the CIGIE community that require broad coordination to ensure delivery of tangible results.
4. Expose Fellows to new operational procedures within other OIGs, thereby cultivating the exchange of best practices and innovation.

Program Parameters

- This program is open to career GS-14 to GS-15 and equivalent permanent OIG employees, as well as exceptionally qualified GS-13 employees.
- Agencies may nominate up to two candidates to be considered for inclusion in the CFP Program. Admission is competitive and the CIGIE will only accept 25 nominees into the 2024-2025 program.
- Program duration is one year: June 2024 – June 2025.
- The rotational assignment is outside of the home agency and may be full-time or part-time, as long as it totals at least 4 months or 680 work hours.
- Program includes multiple leadership developmental activities that Fellows will attend. These are scheduled every 4-6 weeks throughout the year.
- The rotational assignment is non-reimbursable due to its developmental nature.
- The Home and Host agencies will develop a Memorandum of Understanding (MOU). CIGIE will provide an MOU template.
- This is not a certified Senior Executive Service (SES) candidate development program and there is no guarantee for placement into a SES position because of participation in this program. However, participation does provide experience that may be used in developing Executive Core Qualifications.
- CIGIE will only accept Fellows' nominations and rotational assignment opportunities to host Fellows from OIGs who elected to participate in the program and provided a



point-of-contact to serve as their CFP Liaison.

- The call for nominations and rotational assignment opportunities is distributed to the CFP Liaisons of the participating OIGs in February 2024, with a deadline to submit nominees or rotational assignment opportunities in April 2024.

Program Benefits

- Increased exposure to a variety of agencies, cultures, missions, functional areas, senior leaders, and new ways of doing business.
- Improved ability to address complex problems that cut across organizational and jurisdictional boundaries and to build and leverage relationships to have an impact beyond their formal authority.
- Heightened governmentwide perspective on problem solving, best practices, and real solutions that Fellows can apply within their agencies.
- Increased experience relying on collaborative leadership skills, in addition to technical expertise, to meet mission goals.
- Increased ability to leverage newly expanded professional networks to identify innovative and collaborative ways of tackling challenges to address organizational challenges in future positions.
- Firsthand experience integrating into a new culture and fast-paced, ambiguous environment with an emphasis on flexibility and entrepreneurial skill.

Key Timeline for 2024-2025 Program (6th Cohort)

- **December 2023** – Formal Announcement of the CFP
- **January 2024** – Kickoff Meeting with participating OIG CFP Liaisons
- **February 2024** – Call for Nominations and Rotational Assignment Opportunities
- **April 2024** – Deadline for Nominations and Rotational Assignment Opportunities
- **May 2024** – Announce Final Selections
- **June 2024** – Program Orientation and Onboarding, Assigned Executive Mentors
- **June 2024 thru February 2025** – Rotational Assignments May Begin
- **June 2024 thru June 2025** – Developmental Cohort Activities
- **June 2025** – Program Completion and Graduation



Agency Nominations and Rotational Assignment Opportunities

Interested agencies may nominate up to two (2) Fellows Program candidates and submit up to three (3) rotational assignment opportunities. Agencies will determine their own internal processes to select nominees. Agencies should base their nominations on merit staffing principles and follow applicable laws and regulations.

The Inspector General of the agency or their designee must formally nominate candidates to the program. The agency should submit the nominee(s) via the links to the web forms provided in the call for nominations and rotational assignments. There are four web forms:

(1) the nominee's application; (2) the nominee's supervisor endorsement; (3) the IG or designee nomination approval, and (4) the rotational assignment opportunity form. OIGs do not have to submit both Fellows nominations and rotational assignment opportunities – either one or both are acceptable. Questions can be directed to the CFP Management Team at fellows@cigie.gov. Agencies should ensure that nominees' direct supervisors have approved the nominations.

Selection Process

The CFP Management Team implements a rigorous screening process to review the nominations and determine the program finalists.

The CFP Program will extend acceptance invitations to 25 finalists. All candidates will be notified of their status via e-mail at the conclusion of the selection process, anticipated to be early to mid May 2024. The CFP Management Team will also formally notify agencies of their candidates' status.

Once accepted into the program, Fellows will participate in an orientation and onboarding event and will also work with their assigned mentor, CFP staff, and home agency supervisor to identify developmental goals.

Rotations

Interagency rotational assignments form an integral component of the Fellows' experience. Prior to the Fellows' orientation, the CFP Management Team will match Fellows to a rotation assignment that leverages broad skillsets outside of the Fellows' areas of subject matter expertise. Rotations are not meant to increase technical expertise but rather to provide an opportunity to use leadership and collaboration skills.

Fellows are required to complete their rotation assignment(s) within the prescribed program period to successfully graduate from the program. Fellows must complete at least 680 work hours (equivalent to 85 workdays or 4 months) in a rotational assignment prior to graduation



in June 2025. The Fellow can complete this rotation in either full-time or part-time status, and the Fellow has up to one year in duration, subject to the terms and conditions negotiated between the Home and Host agency. The opportunity to complete the rotation assignment in either full-time or part-time status, or combination thereof, ensures maximum flexibility to complete program requirements in balance with the Fellow's Home agency mission requirements.

The Fellow Experience

CFP Program rotations are challenging assignments that expose Fellows to new cultures, new approaches, an interagency perspective, and an enterprise leadership toolkit. The CFP Management Team places Fellows in rotations where they will lead initiatives with no formal authority, with a variety of stakeholders and competing priorities to manage. Fellows may experience:

Flat Structures – Most rotations involve work and initiatives with flat organizational structures (not typical chain of command), flexible roles, and a fast pace. Fellows will work on multiple levels, on a variety of tasks to achieve results.

Leading Among Peers – Due to flat organizational environments and stakeholder management, Fellows will coordinate and collaborate among peers and senior level officials. These are often non-traditional leadership roles that require flexibility, entrepreneurship, and vision.

Stakeholder Management – Fellows will often not have formal authority, nor will they be in rotations where they can simply fall back on their subject matter expertise. To achieve results, Fellows will have to identify stakeholders, build relationships/trust and understand competing priorities and timelines, and work through formal and informal chains of communication to drive collaboration toward a shared goal/outcome.

Cross-functional – The CFP Management Team will place Fellows in rotations outside of their areas of subject matter expertise to encourage the development and use of leadership skills and tools. This includes taking on new functional roles and leveraging subject matter experts in a variety of fields.

Rotation Competencies – Fellows must rely on a variety of competencies including emotional intelligence, adaptability, resiliency, agility, political savvy, conceptual /strategic thinking, and collaboration.

Developmental Program Cohort Activities

Fellows participate in a variety of developmental Cohort activities throughout the program. We will provide the complete schedule with specific activities and dates prior to the start of the program in June 2024. Activities will be scheduled approximately every 4 to 6 weeks. Some activities are full-day and/or multi-day programs. Shorter programs will be combined into the same days/weeks by themes. There will be some in-person required activities. We plan to group the in-person activities in a way that will minimize travel



required for those from outside the DC metro area.

In addition to the cohort activities, each Fellow is assigned an executive mentor and will also be assigned to a CIGIE Committee and/or Subcommittee to gain exposure to the OIG community issues that those committees address, as well as to expand their professional network.

Development Objective

Provide exposure to the business practices, functional areas, networks, skills, and stakeholders that enterprise leaders need to leverage to operate in a rapidly changing environment and increasingly cross- agency, cross-jurisdictional challenges. Development focuses on leadership competencies, expanding professional networks, self- awareness, and individual development.

Development Program Outline

- Orientation, on-boarding, and Graduation (with virtual option)
- Assignment to participate in a CIGIE Committee/Subcommittee
- Opportunities for leadership discussions with IGs/DIGs/AIGs
- A variety of formal training events and experiences, such as Leadership Lessons from Gettysburg, Congressional Update from the Government Affairs Institute at Georgetown University, the CIGIE Leadership Forum, and more
- SES executive core qualification, resume, and interviewing advice
- Project Management Essentials
- Opportunities to network with other OIG professionals to facilitate and create a broad network of contacts across government and functional areas
- Self-development opportunities including Emergenetics™, OPM 360 Leadership Assessment, group coaching, and individual mentoring

Roles & Responsibilities

The CFP Management Team provides the following roles and responsibilities as a guide for nominating agencies, program participants, OIGs hosting rotational assignments, and SES mentors. The CFP Management Team will provide further information on roles and responsibilities to those nominees who ultimately enter the program, SES mentors who volunteer, and OIGs who participate.

Participant/Fellow

Nominees accepted into the CFP will:



- Remain in their position of record
- Ensure transfer of workload to designated staff and ensure continuity in the home agency
- Prepare for the rotation component by researching the host agency and rotational assignment, once assigned
- Participate and engage in all aspects of the program
- Attend all scheduled developmental sessions in their entirety
- Craft an Executive Development Plan at the start of the program
- Make time for reflective thinking on personal and professional experiences throughout the year to unveil insight into their leadership style and goals
- Expand networks and build new relationships
- Maintain an open mind to diverse perspectives and new areas of learning
- Provide ongoing formal and informal constructive feedback to the program
- Participate in leadership assessments (Emergenetics, and others as available)
- Schedule regular check-in meetings with their home agency supervisor to provide progress updates
- Ensure home agency timekeeper is aware of time and attendance
- Become part of the CFP Alumni Network upon completion of the program
- Serve as a coach and advocate to future cohorts of CFP Fellows

Nominating Agency

The Nominating Agency will:

- Manage internal agency selection process and nominate up to two (2) highly qualified candidates for consideration to the program
- Obtain IG (or designee) approval for each candidate
- Allow candidates to participate in the CFP selection process and interviews
- Consent to the Fellow participating in the program, if selected. By nominating a candidate, the agency supports the full participation of the candidate
- Continue to pay salary and benefits of any agency nominee selected into the program



- Ensure there is a point of contact (Liaison) for the CFP to serve as the central point of contact for programmatic information and other communications
- Transition Fellow's workload to other employee(s) for the duration of the rotation component (Fellows will not have time to continue to do work for their home agency while on full-time rotational assignment)
- Invite Fellow to important but infrequent team activities, such as team awards/honorary ceremonies and social events, to ensure the participant remains connected with their team during the program
- Facilitate meeting(s) between Fellow and agency IG or other senior leaders, as appropriate, to discuss the program, including rotation assignment and benefits of the experience to the home agency
- Assist the Fellow to craft a re-entry plan prior to completion of their rotational assignment to support the Fellow's transition back to their home agency, with input from appropriate agency points of contact, (See Appendix B for Re-Entry Best Practices)
- Find other opportunities within the agency for the Fellow to leverage their experience gained as a Fellow to best support agency mission after they have re-entered. (See Appendix B for Re-Entry Best Practices)
- Allow employees time to participate in CFP mentoring and alumni network programs after they have completed the CFP

Rotational Assignment: Host Agency

The Host Agency will:

- Submit up to three (3) opportunities to host a Fellow or Fellows via the webform link provided in the call for nominations and rotational assignment opportunities
- Craft a rotation assignment position that lays out broad duties, including areas where the Fellow can demonstrate leadership on key projects
- Notify CFP Management of any security requirements/clearance, procedures, conflicts of interest, confidentiality issues, or other issues that may affect the agency's ability to host a Fellow
- Accept home agency certificates to verify/satisfy mandatory training requirements
- Be ready to onboard their Fellow at the established date set out in the MOU
- Determine mutually agreeable work schedule and flexibilities (e.g., AWS, telework) in collaboration with the Fellow's home agency
- Provide a useful and timely onboarding experience to support the success of the Fellow and introduce the Fellow to key stakeholders. This experience includes



providing a workspace, email address, laptop, mobile phone, building access, and other tools necessary to perform the rotation assignment

- Provide background materials regarding project assignment(s) to Fellow before rotation begins
- Establish concrete objectives for the Fellow
- Allow the Fellow to attend the required developmental cohort activities
- Provide meaningful and grade-level appropriate work to the Fellow and identify stretch opportunities to provide experience and exposure
- Provide feedback to the CFP Management Team, SES mentor, and the Fellow's home agency, as needed

SES / IG Mentor Assigned to Fellow

The SES/IG mentor assigned to a Fellow will:

- Initiate the first contact and establish a mentor/mentee relationship with their Fellow
- Establish mentoring objectives with their Fellow
- Provide advice and counsel to the Fellow in defining the Fellow's Executive Development Plan
- Establish a mutually agreeable schedule to periodically (at least once per month) meet with the Fellow, in person or via telephone/videoconference, to discuss their Fellow's progress with Executive Development Plan
- Act as a trusted adviser and confidant



Appendix A: Frequently Asked Questions

1. How is this program different from other leadership programs?

This program is designed by and for OIG professionals in the CIGIE community. The CFP focuses exclusively on high-potential GS-14s, 15s, and exceptionally qualified GS-13s and equivalents who are interested in gaining a unique cross-agency perspective in federal oversight.

Through this program, Fellows participate in leadership development activities and rotational assignments. Experiential and developmental activities will enhance critical skill sets, such as leading change, building coalitions, working across government to solve problems, and performance management. CIGIE aims this program at those ready to enter the ranks of senior leadership, as well as developing the pipeline of future career Senior Executives in federal oversight.

Increasingly, the most pressing challenges facing federal oversight cut across organizational boundaries, requiring a workforce that works across agencies to develop solutions that address these challenges and deliver lasting results.

Upon completing the program, participants will take their valuable experience back to their agencies, creating a cadre of enterprise-wide leaders within the federal oversight community.

2. What happens to the Fellows after the program?

CIGIE encourages agencies to find other opportunities within the agency for the Fellow—including a new position, project, or other opportunities—to leverage their experience as a CFP Fellow to applicable agency goals.

Following the end of the program, Fellows can choose to stay connected to the CFP network through:

- Alumni activities – From helping to manage and mentor the next cohort of Fellows to alumni events and training, CFP graduates can maintain and expand their professional network across the oversight community.
- Database of participants – The CFP will create and maintain a database of alumni to facilitate post-program networking and future events.

3. Does nomination by an agency guarantee placement in the CFP?

No. This is a competitive program, and agency nominations typically exceed the number of slots available in the program. The CFP Management Team will select candidates through an assessment of qualifications, based on the information provided in their applications.

4. Who will pay the Fellow's salary?

During the rotation component of the program, the Fellow maintains their position of record



and the assignment is non-reimbursable. Therefore, the Fellow's home agency will pay their salary.

5. Will the Fellow have to/get to travel?

Generally, no, for those within the Washington, DC metro area. If the host agency would like the participant to travel as part of the rotational assignment, the host agency must fund the travel. **For Fellows outside the DC metro area**, however, there will be some required in person activities, in which travel would have to be funded by the home agency.

6. Does the Fellow have to be in Washington, DC?

No. We encourage participation from all eligible IG professionals, regardless of location. Most rotational work duty locations are located in Washington, DC, but in today's environment we have found virtual activities and rotational assignments to be highly successful. Our previous cohort was fully virtual, and this cohort is being planned to be hybrid, with some in-person activities required. If there is a requirement to work at the physical location then that requirement will be negotiated between the Fellow, their home agency, and the hosting agency of the rotational assignment. Generally, it is the home agency's responsibility to fund the cost if it is required for a Fellow to be in a temporary duty station for a rotational assignment, since this is a professional development activity for the benefit of the Fellow and their home agency.

7. Is this an OPM Certified SES Candidate Development Program?

No – this is a senior leadership developmental program open only to employees within the CIGIE community and includes a rotational assignment component. Although some aspects of the program are similar to a certified Candidate Development Program (CDP), the CFP is not certified as a CDP by the Office of Personnel Management.

8. Does the rotation qualify as a CDP developmental assignment?

If a Fellow is also a participant in a CDP, and the Fellow has a strong supervisory background, the rotation assignment may satisfy CDP requirements. Fellows should check with their CDP coordinator to ensure it meets all applicable requirements.

9. Will the Fellow's position be executive level?

CFP rotations are meant to build a foundation for enterprise leadership—giving a Fellow experience working in another agency and culture and working on initiatives at a larger scale and outside of their agency perspective. The Fellow is often one of the only people to work on an assigned initiative and is not in a traditional leadership role with clear authority. Additionally, many of the positions are housed in small teams that do not have support staff. Fellows work all aspects of the program to drive the mission and are not set up to be in a traditional chain of command leadership position.

Each rotation should provide significant exposure to senior leaders, the ability to learn and apply new organizational performance tools, and often the opportunity to engage in high-level work on a large cross-agency scale. Fellows can help craft their positions and identify ways to add vision, value, and leadership to complex, cross-agency challenges, and the



experience and type of work is, in part, Fellow-driven.

10. Will Fellows be promoted as a result of or at completion of this program?

This program does not guarantee promotion or entry into the SES or any other position. However, it provides development and experience that may help the Fellow obtain such a position in the future. Though we cannot make direct correlations, there have been Fellows who have received promotions after completing the program.

11. What will happen to the Fellow's home position while on rotation?

The CFP is a non-reimbursable developmental rotation. As such, the Fellow will retain their position at their home agency, and the home agency will allow the Fellow to return to that position at the conclusion of their rotation. However, the CFP management team encourages the home agency to allow the Fellow to assume another position if it is mutually desired, or if the agency engages in a structured talent development plan with the Fellow.

The Fellow and home agency supervisor must ensure they transfer the Fellow's work to other employee(s) for the duration of the rotation, depending on whether the rotation is part-time, full-time, or a combination thereof.

12. Is a security clearance required?

It depends. For the Fellows Program, no, there is no need to possess a certain clearance level to be nominated for the program. However, some rotational assignments may require a specific clearance level, which will be indicated on the rotational opportunity details. The host agency should make every effort to require the minimal clearance level relative to the actual rotational duties. From our experience, the significant amount of time required to clear more restrictive clearance levels has hindered the Fellows' overall experience.

13. Who will conduct the Fellow's performance review?

The Fellow's home agency supervisor will conduct formal performance reviews, but the rotational assignment supervisor will provide feedback to the Fellow's home agency supervisor and will work with the Fellow to create a performance plan based off the rotational assignment. The CFP Management Team may also provide input to the home supervisor, where appropriate.

14. What happens if the rotational assignment is not a good fit with the Fellow or the Fellow cannot complete the program for personal/work reasons?

The CFP Program Team will meet regularly with Fellows to check in on their progress and fit with the developmental and rotational components of the program. CFP staff will also receive feedback from rotational assignment supervisors. Should the rotational assignment not be a good fit with the Fellow, the CFP management team, in collaboration with the host and home agency CFP Liaisons, will work with the Fellow to modify an existing or identify a new rotational assignment.

Should the Fellow be unable to complete the program for personal or professional reasons, the Fellow must notify the CFP Management Team as soon as possible. CFP staff will work



with the Fellow and host agency supervisor to facilitate a smooth transition and ensure that necessary stakeholders are briefed on the status of their project(s) and other work requiring attention. The CFP Management Team will not refill the Fellow's slot mid-program.

15. Am I guaranteed to receive a Fellow to fulfill a rotational assignment if my agency nominates a Fellow and they are accepted?

No, there is not a guarantee for receiving a Fellow in return for nominating a Fellow. We will always receive more rotational opportunities than we can match. The matching process involves preferences from both the host agencies and Fellows based on their needs. The goal is to ensure we match each Fellow with the best rotational fit to help them meet their developmental goals.



Appendix B: Post Detail Re-Entry to Home Agency Best Practices

Background

CIGIE created the CFP to build executive skills, improve flexibility, and create new ideas. The following are best practices of how agencies and Fellows can maximize this experience.

- Both agencies and Fellows stay engaged throughout the year. Routine check-ins with supervisors on how the program is going is a good practice, particularly during the rotation component of the program.
- Leadership should provide opportunities and encouragement for Fellows to utilize the tools and newfound knowledge at their home agency.

Best Practices

As the CFP partners with OIGs, the CFP team has identified several practices to help ensure Fellows successful re-entry to their home agencies. These are shared as options that OIGs nominating candidates to the CFP may consider in developing re-entry plans:

- Identify a career sponsor for the Fellow—this should be a Senior Executive from the Fellow’s home agency who can help facilitate introductions to other agency executives, engage senior leadership, and help ensure the Fellow has a touchpoint and stays visible at the home agency.
- Create a link between home agency executive sponsor and host agency executive supervisor so the former has a good idea of the level of work that the Fellow did while on rotation.
- Create a check in agreement between the home agency and Fellow that lays out who from the agency will reach out to the Fellow to stay connected during the rotation, what that frequency will be, what the Fellow can do to stay connected, as well as how the agency will utilize the Fellow’s experience post-rotation.
- Set up briefings with senior executives in the home agency—including the Inspector General—that have interest in or are stakeholders in the Fellow’s success and the CFP.
- Have a re-entry plan in place before the Fellow’s rotation ends.
- If practical, place Fellow on a central billet at the home agency for the duration of the rotation to allow for ease of transition to a new position post- detail if appropriate.



COUNCIL OF THE INSPECTORS GENERAL
ON INTEGRITY AND EFFICIENCY



Questions?
Contact fellows@cigie.gov

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