

RECOGNIZING THE STRENGTHS OF OUR ORGANIZATION For Change Preparedness

Listen, Learn, and Succeed

TRENDS IN FEDERAL GOVERNMENT CONTRACTING

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Change Preparedness

A successful organization / team manages change well because it is resilient with strong foundation, pillars, and ethical culture:



Change Preparedness

A successful organization recognizes people and their talent as foundation and building blocks. People are encouraged to be:

- ☀ **S**olutions oriented, making decisions based on solid information
- ☀ **U**nderstanding and **respectful** with adaptive leadership skills
- ☀ **C**ross-culturally proficient in **multi-cultural** professional contexts
- ☀ **C**ommunicative, **creative**, motivating colleagues
- ☀ **E**thical in their actions, **engaged**, building **trust**, flexible
- ☀ **S**ensitive to the power of multi-cultural project teams
- ☀ **S**ustainable in people and project management approaches



TRENDS IN FEDERAL GOVERNMENT CONTRACTING

- Talent
- Leadership
- Ethics
- Diversity
- Trust
- Communication
- Information



TRENDS IN GOVERNMENT CONTRACTING - INFORMATION

Four Sources:

1. Federal Register & reviews on SBA's Universal Mentor Protégé Program 8-24-2016

<https://www.federalregister.gov/documents/2016/07/25/2016-16399/small-business-mentor-protg-programs>

<https://mcdonaldhopkins.com/Insights/Alerts/2016/08/16/New-game-changing-SBA-small-business-mentor-protege-programs>

2. Bloomberg Government

<https://about.bgov.com/blog/five-trends-shaping-federal-contracts-fiscal-2017/>

3. American Express – Open Forum Blog

<https://www.americanexpress.com/us/small-business/openforum/articles/how-to-get-ahead-in-government-contracting-trends-to-watch-out-for/>

4. From APTAC – American of Procurement Technical Assistance Centers

<http://www.aptac-us.org/news/the-federal-services-marketplace-is-shifting/>

Washington Exec – Guest Column

<http://www.washingtonexec.com/2015/10/guest-column-4-government-contracting-trends-to-watch-in-2016-by-mark-abel/>



SBA's Universal Mentor Protégé Program – *Effective 8/24/2016*

<https://www.federalregister.gov/documents/2016/07/25/2016-16399/small-business-mentor-protg-programs>

The U.S. Small Business Administration (SBA or Agency) amended its regulations to implement provisions of the Small Business Jobs Act of 2010, and the National Defense Authorization Act for Fiscal Year 2013. Based on authorities provided in these two statutes, the rule establishes a Government-wide mentor-protégé program for **all small business concerns**, consistent with SBA's mentor-protégé program for Participants in SBA's 8(a) Business Development (BD) program. The rule also makes minor changes to the mentor-protégé provisions for the 8(a) BD program in order to make the mentor-protégé rules for each of the programs as consistent as possible. The rule also amends the current joint venture provisions to clarify the conditions for creating and operating joint venture partnerships, including the effect of such partnerships on any mentor-protégé relationships. In addition, the rule makes several additional changes to current size, 8(a) Office of Hearings and Appeals and HUBZone regulations, concerning among other things, ownership and control, changes in primary industry, standards of review and interested party status for some appeals. Finally, SBA notes that the title of this rule has been changed.

Mentor Protégé Agreement Sample Template

[https://www.sba.gov/sites/default/files/articles/Sample Mentor -
_Protege Agreement Template.pdf](https://www.sba.gov/sites/default/files/articles/Sample_Mentor_-_Protege_Agreement_Template.pdf)

FIVE TRENDS IN GOVERNMENT CONTRACTING – *Contract Consolidation – More Competition at the Order Level*

<https://about.bgov.com/blog/five-trends-shaping-federal-contracts-fiscal-2017/>

- 1. Continued contract consolidation through category management – increased competition, agencies want to curb administrative burden of duplicative contracts.**
- 2. Increased compliance and accountability – DATA Act**
Digital Accountability and Transparency Act, DATA Act, by May 2017.
For details: <https://fedspendingtransparency.github.io/data-model/>
- 3. Increased agency use of simplified procedures - SAP**
Simplified Acquisition Procedures (SAP) spending has increased. SAPs, limit contractor workload and reduce the chance of losing orders.
- 4. Agencies will pay for innovative technologies and information technology support in unconventional ways**
In fiscal 2016, agencies increased their use of unconventional methods to engage private-sector innovators in pursuit of solutions to government problems.
- 5. Industry will continue to divest, merge, and restructure**
Industry will have to continue to change to protect profits amid margin-squeezing initiatives. These include strategic sourcing, aggressive small-business utilization strategies. Large and mid-sized services companies will merge.



TRENDS IN GOVERNMENT CONTRACTING – *Strategy*

<https://www.americanexpress.com/us/small-business/openforum/articles/how-to-get-ahead-in-government-contracting-trends-to-watch-out-for/>

1. Focus on one organization – Which one? Why? Location? Competition?
2. What do we understand – What do we know? How will we know more? What are the cultures? What is the organizational structure? Budget and funding? Politics?
3. Do we have a professional relationship with a key principal? With whom? If not how will we form a relationship? Synergy? Access?
4. What are the pain points. What is their culture? What changes are causing the pain points or how are the pain points creating changes for us to consider? Were the changes inevitable, predictable, sudden?
5. What are our solutions? How will our solutions solve their pain points? What are we offering that no one else is?
6. Time to put our best foot forward – How will we showcase our organizational strengths, our understanding of the client, our own change preparedness and how these will address our clients' needs? How will we present our solution(s)? To whom? By whom?

TRENDS IN GOVERNMENT CONTRACTING – *Lessons Learned*




- What are our strengths? What makes us resilient?
- How does the understanding of change readiness guide us in maintaining our resilience?
- How does the understanding of change readiness enable us to find, present, and implement successful solutions for our clients?
- How do we measure our own change readiness?
- How do we use our communication skills and resources?
- How do we best use our talent and the talent of our colleagues, business partners, and clients?



CHANGE PREPAREDNESS – *Organizational Health Assessment*

1 = NOT GOOD – 2=SO SO – 3 = PRETTY GOOD – 4 = GOOD - 5 = VERY GOOD - Reach 30+!

Strengths	Score 1 - 5	Realistic Goal
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 Staff development and ethics – priorities	<input type="text"/>	<input type="text"/>
 Understanding and respect of professional and individual cultures	<input type="text"/>	<input type="text"/>
 Communication consistent all levels, culture of openness and individual integrity	<input type="text"/>	<input type="text"/>
 Caring approach to resolving conflicts encouraged through mentorship	<input type="text"/>	<input type="text"/>
 Engaged staff, collaborative, creative, sharing lessons learned from mistakes	<input type="text"/>	<input type="text"/>
 Sensitivity to work life balance	<input type="text"/>	<input type="text"/>
 Satisfaction in ethical, healthy work environment, proud of legacy and diversity	<input type="text"/>	<input type="text"/>

Thank You!

Learning, Networking Continues

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Organizational & Professional Development ▲ Coach ▲ Mentor

Change Preparedness

Cross Cultural Competency

Organizational Health

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