

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, ethical culture:



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.

SBA's Universal Mentor Protégé Program – 8/24/16 - Overview

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

On July 25, 2016, the SBA published its new Small Business Mentor Protégé Program Rules (MP Program). While the SBA has had a well-established mentor protégé program for SBA 8(a) certified firms, it lacked a mentor protégé program for other small businesses. Now, Service Disabled Veteran Owned Small Businesses (SDVOSB), Women Owned Small Businesses (WOSB), HUBZone and Small Businesses (SB) are eligible to participate in the new MP Program. The new MP Program is designed to allow mentors to provide assistance to protégé firms in order to improve the protégé's ability to successfully compete for and perform federal project work. The SBA reports that the new MP program is substantially similar to the 8(a) mentor protégé program.

Mentor Protégé Agreement Sample Template

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

Fiscal 2015 introduced category management concepts, fiscal 2016 set the procedural foundation, and fiscal 2017 will identify which contracts are the preferred sources for acquiring common goods and services.

Contractors should expect a decrease in the number of MACs and more fierce competition at the order level, as agencies seek to curb the administrative burden associated with managing duplicative contracts.

FIVE TRENDS IN GOVERNMENT CONTRACTING – *DATA Act*

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

For details

<https://fedspendingtransparency.github.io/data-model/>

2. Increased compliance and accountability

Contractors and government officials will grapple with new compliance standards. Contractors are required to submit various data points to the government on a monthly basis as a result of the new transactional data reporting rule. Agencies must standardize their spending reports to comply with the Digital Accountability and Transparency Act, or DATA Act, by May 2017.



FIVE TRENDS IN GOVERNMENT CONTRACTING – *DATA Act*

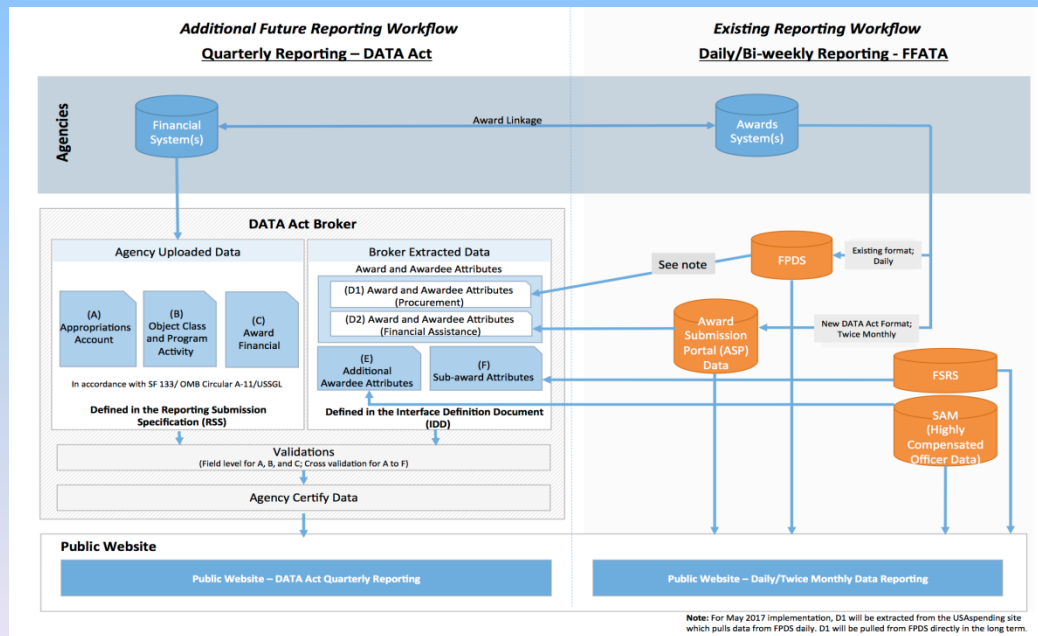
<https://about.bgov.com/blog/five-trends-shaping-federal-contracts-fiscal-2017/>

For details

<https://fedspendingtransparency.github.io/data-model/>

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FIVE TRENDS IN GOVERNMENT CONTRACTING – *SAP*

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

3. Increased agency use of simplified procedures

Simplified Acquisition Procedures (SAP) spending has grown — even though the federal market has shrunk. Rule changes have revised the threshold amount, and agencies are relying on the SAP competition procedure to avoid protest delays. Contractors should encourage the use of SAPs, which limit their workload and reduce the chance of losing orders.



FIVE TRENDS IN GOVERNMENT CONTRACTING – *Innovation*

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

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 and technology startups in pursuit of solutions to government problems.

The Homeland Security Department opened an office in Silicon Valley and released its Innovation Other Transaction Solicitation (OTS), which has reduced some requirements of typical procurement contracts to make it easier and faster to submit proposals and award contracts. Proposals have included shorter applications, in-person pitches, and video demonstrations.

The Defense Department created a “Hack the Pentagon” program in which the agency paid friendly hackers to find and report DOD network vulnerabilities. The program cost DOD \$150,000; it would have cost an estimated \$1 million if they had hired a contractor to do it.

FIVE TRENDS IN GOVERNMENT CONTRACTING – *M&As, etc.*

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

5. Contractors will continue to divest, merge and restructure

As Bloomberg Government highlighted last year, industry will have to continue to change to protect profits amid margin-squeezing initiatives. These include strategic sourcing, aggressive small-business utilization strategies, and use of lowest-price, technically acceptable (LPTA) bid evaluation methods. Large, diversified prime contractors will continue to separate lower-margin technical services units from higher-margin units working on weapons systems. Large and mid-sized services companies will merge. Companies will restructure their internal segments as a way to reduce costs.

TRENDS IN GOVERNMENT CONTRACTING – TIPS

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

How Can Small Businesses Win at Federal Contracting?

For long-term success at federal contracting, Deniece Peterson, director, federal industry analysis at Deltek says small businesses must get smarter about which opportunities are right for them. Most contracts are transactions with short life cycles, and 40 percent of total contracting happens in the fourth quarter, according to Peterson. In fact, she says, the end of the year is often referred to as the fourth quarter spending spree, since these dollars are often under a **“use-it-or-lose-it” deadline**. Thankfully, a positive relationship may be the start of a strong contracting opportunity in any market sector. Peterson suggests these **six steadfast tips**:

TRENDS IN GOVERNMENT CONTRACTING – 6 TIPS

<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.
2. Understand that organization by exploring the data.
3. Form a professional relationship with a key player inside of the federal agency we currently work with, or who we desire to work with in the future.
4. Know their pain points, their cultures, their structure.
5. Ensure our solution solves their pain points.
6. Create a pitch and capability statement that matches the mission of our target organization.

TRENDS IN GOVERNMENT CONTRACTING – *Strategy*

1. Focus on one organization – Which one? Why? Industry? Competition?
2. What do we understand – What do we know? How will we know more? What are the cultures? Politics? Budgets and funding? Structure?
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 changes are causing the pain points or how are the pain points creating changes? Are changes sudden, inevitable, predictable, wanted? How is their change preparedness?
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 present our solution(s)? By whom and to whom? How will we showcase our strengths, our understanding of the client, our change preparedness and how these will address client's needs?



TRENDS IN GOVERNMENT CONTRACTING – *Focus on?*

1. Focus on one organization – Which one? Why? Location?
Competition? Industry? Perceived needs?



TRENDS IN GOVERNMENT CONTRACTING – *Information*

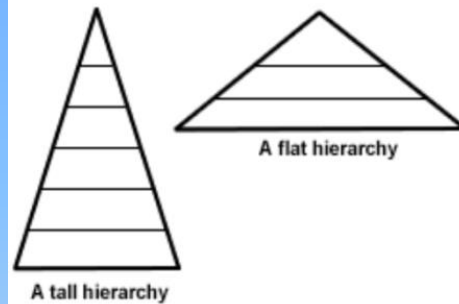
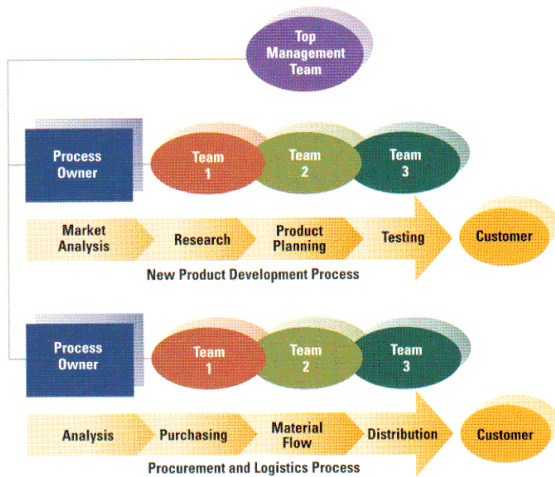
2. What do we understand – What do we know? How will we know more? Data and information? What are the trends? What are the professional and individual cultures? Politics? Budget and funding? How is the communication flow managed? What type of organizational structure does the organization have - vertical – horizontal – matrix? How are decisions made?



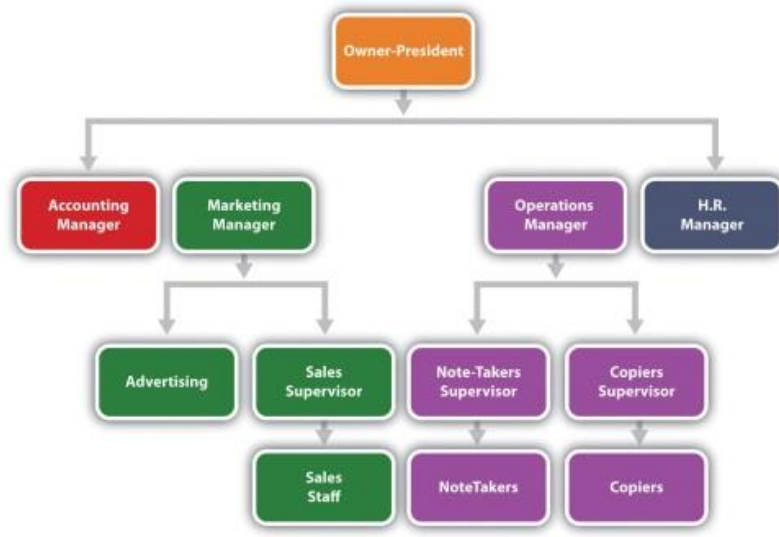
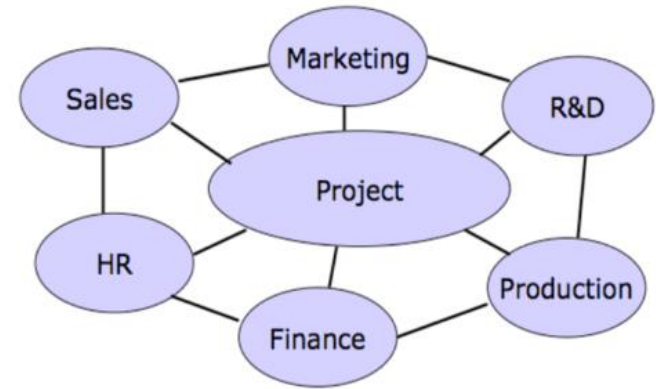
TRENDS IN GOVERNMENT CONTRACTING – *Information*

2. What type of organizational structure does it have - vertical – horizontal – matrix?

A HORIZONTAL STRUCTURE



Matrix Structure



TRENDS IN GOVERNMENT CONTRACTING – *Relationship*

3. Do we have a professional relationship with a key player?
With whom? If not how will we form a relationship? Synergy?
Access to decision makers?



TRENDS IN GOVERNMENT CONTRACTING – *Pain Points*

4. What are the pain points. What changes are causing the pain points? How are the pain points creating changes for you to consider in responding to this client's needs? How is the client's change readiness? Assess the changes.

Were they

- Predictable?
- Inevitable?
- Beyond the client's control?
- Wanted?



TRENDS IN GOVERNMENT CONTRACTING – *Solutions*

5. What are our solutions? How will our solutions solve their pain points? What are we offering that no one else is?



TRENDS IN GOVERNMENT CONTRACTING – *Present Strengths*

6. Now time to put our best foot forward – How will we present our solution(s)? How will we present your strengths? To whom? By whom? How will we showcase our talent effectively? How will we communicate to convince our client that our foundation, pillars, talent validate that we are indeed a healthy organization that can do the job? That our change readiness is solid and we can impart that knowledge in addressing our client's pain points








TRENDS IN GOVERNMENT CONTRACTING – *Lessons Learned*

- What are our organizational / team 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

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
 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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