

Dear Senior Fellows and Friends,

This is a call to participate in a dinner discussion about the baby boomer feds who are NOT retiring in the next three years. We would like to have you there.

Since September, a few colleagues have been discussing boomer performance and the coverage of the federal "retirement tsunami." Serious risks are associated with the unprecedented number of impending retirements. However, the rhetoric around that issue includes overgeneralizations about a large, diverse group that is conspicuous by its silence: the feds who are not retiring, who are not new to the federal workforce. We're going to talk about whether you think the silence represents an opportunity to catalyze new accomplishment, or whether the baby boomer segment of midcareer feds is just plain tired (and needs to sit down).

All kidding aside, much will be required of us all in the coming years. However, an underlying assumption that can be derived from press releases and articles about new recruiting initiatives is that there is little more creativity, innovation or productivity to be had from the baby boomers. That's not to criticize the initiatives themselves, which are absolutely necessary. Questions for individual consideration:

Do you think that you have reached your full potential as a federal employee? Are you striving for high performance, or have you shut down? Do you know what your strengths are, and are you in a job that uses them? Are you keeping yourself stuck, or are there systemic barriers in your way, or both? What are the latter, and what are solutions?

Evites are going to the entire mailing list because everyone (and millions we haven't met) has a stake in the answers. If you are not a baby boomer, or you work in a different sector, but you have something constructive to say, then your presence as a colleague who's committed to excellence in government is needed. If intergenerational or other important issues come up, they will be tabled for discussion at a later date. This will not be a gripe-fest, but a gathering of experience and observation.

Four midcareer colleagues from 13L (www.13L.org) will informally facilitate discussion so that your contributions can be understood and preserved. They are:

Scott Derrick of Strategic Issues, Government Accountability Office
Don Jacobson of Consular Training, Foreign Service Institute, State Department
Mike O'Leary of the Bureau of Engraving and Printing, Treasury Department
Patricia Armstrong of Naval Air Systems Command, Department of Defense

If participants discover that there is something to share with OPM, the CHCO Council, or the good-government organizations, then 13L will figure out how to say it. Opportunities for future contribution will be shared with those who are interested.

Your RSVP must be received by close of business on Friday, February 23rd. The dinner will be held in the USDA Graduate School building, Vie de France banquet room, off the

center atrium at right rear, past the bar. The menu is inexpensive and prepayment is unnecessary. Please contribute \$5 in cash towards room rent when you pick up your nametag. The room will be open at 5:30 p.m. and order-taking will begin at 6:30, with introductions and dialogue to follow shortly thereafter. Hope to see you.

Regards,

Kitty Wooley
U.S. Department of Education