NationalJournalLeadershipCouncil

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Charting New Channels of Influence

Strengthening Our Role in Policy Decision-Making

NationalJournalLeadershipCouncil

National Journal Leadership Council Staff

Managing Director

Aaron Young

Principal Researchers

Elizabeth Kirk Abigail Kleva Alec Latimer Ben Leiner

Practice Leader

J. Cliff Johnson, III

Advisor

Pope Ward

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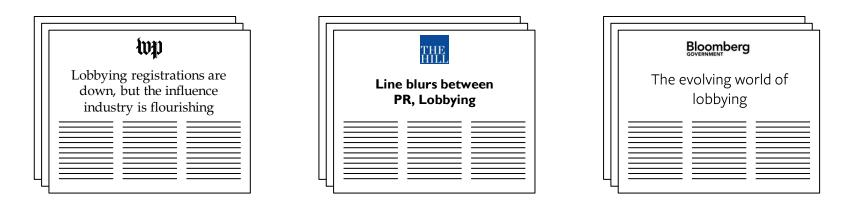
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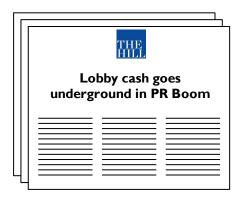
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Changing Path to Influence in Washington

Recent Headlines About the Influence Industry's Evolution



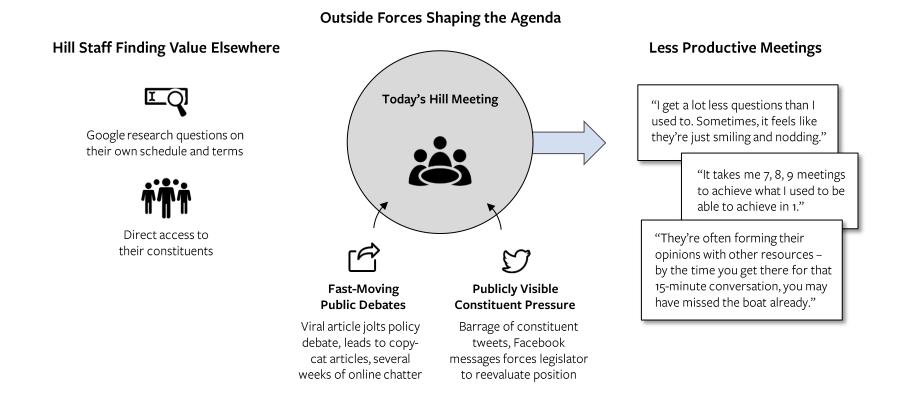




Source: National Journal Leadership Council interviews and analysis.

Diminishing Returns from Face-to-Face Meetings

Members Report Outside Forces Creating Friction in Policy Process



Source: National Journal Leadership Council interviews and analysis.

Policymakers Increasingly Ask Us to Help Shape Environment

Hill Offices Much More Explicit About What they Need From Us

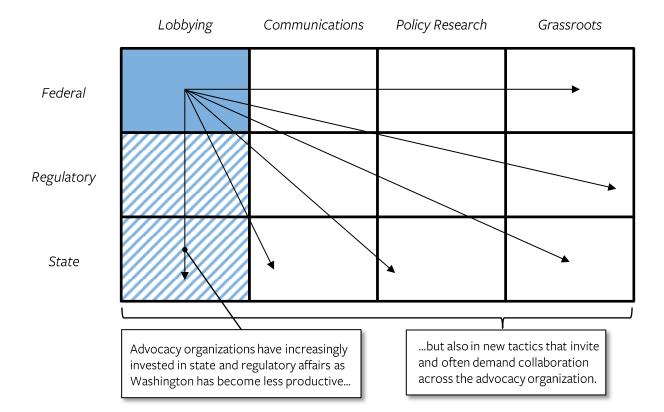
Taking Orders

"One of the big changes we've seen over the last few years is how our meetings with policymakers unfold. Hill offices are much more explicit about what they need from us, whether that be mobilizing a few hundred advocates or getting a favorable op-ed or two placed in the local newspaper. There was a time when we could actually get things done in the first meeting. Sometimes it feels like we are waiters taking down their order."

> Vice President, Public Policy Fortune 25 Corporation

Members Exploring Alternative Channels

Attention Flowing to New Jurisdictions, Tactics

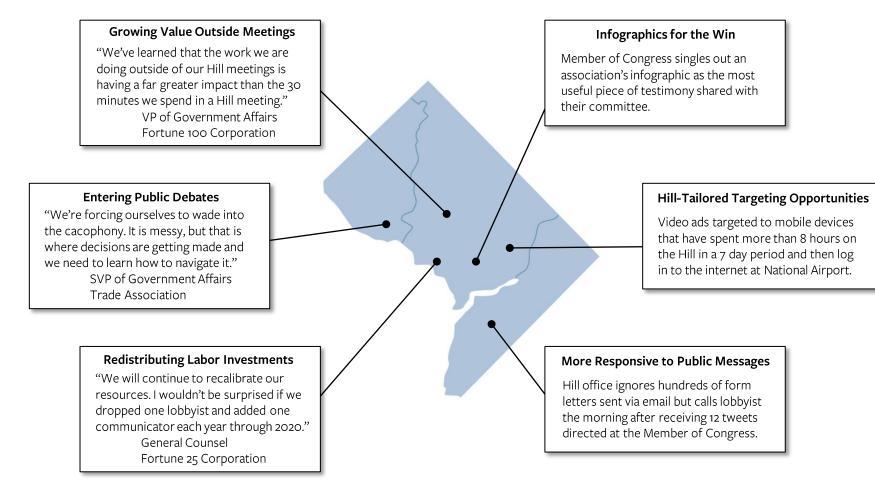


Advocacy Organizations Share of Attention (and Resources)

Changes Afoot in Washington

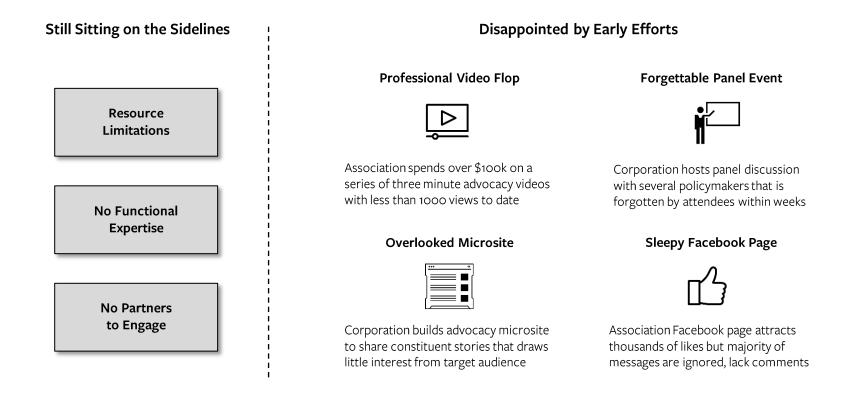
What we are hearing...

What we are seeing ...



Experiencing Mixed Results to Date

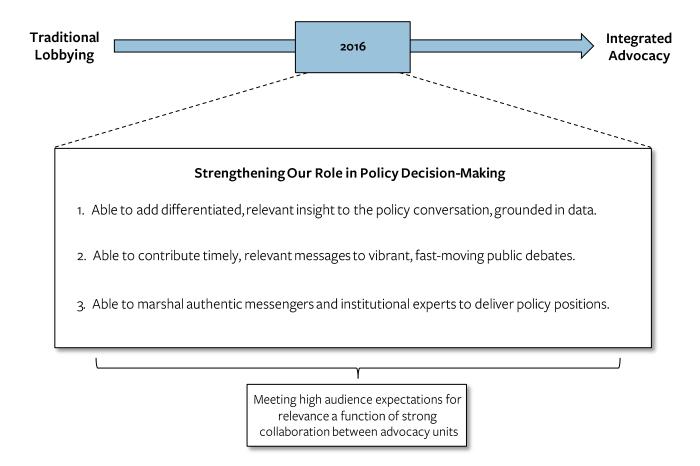
Losing Faith from Early Experiments



Pinpointing Today's Challenge

Making Our Contributions Relevant

Emerging Expectations for Government Affairs Offices in 2016



Charting New Channels of Influence

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Earning a Role in Policy Decision-Making

Sharing Relevant Policy Content

1) Branded Content

IBM,

2) Audience-Centric Event

👷 춛 Zillow°

3) Thought Leadership Curator

Consumer Technology Association

4) Inbound Marketing

Enlisting Authentic Messengers



6) Advocate Special Forces



7) Twitter Cards



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Organizing for Collaborative Advocacy

8) Integrated Advocacy



9) Purpose Statement



International Sign Association

10) Expert Network



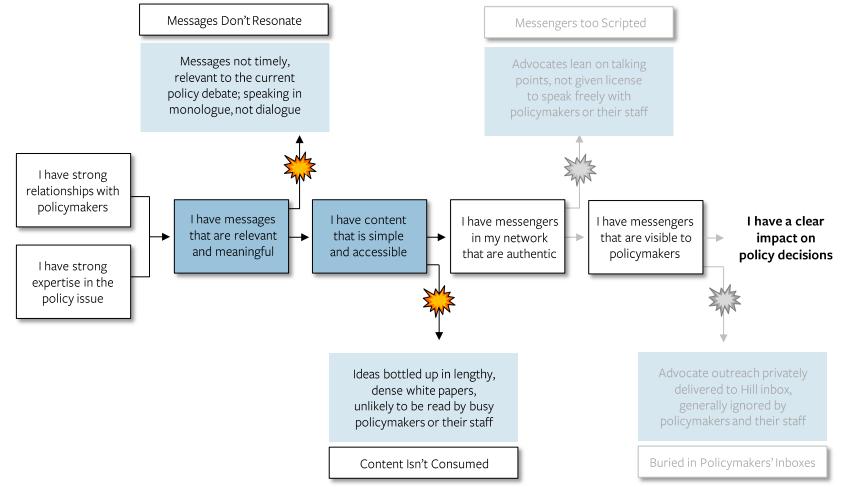
Earning a Role in Policy Decision-Making



NationalJournalLeadershipCouncil

Sharing Relevant Content

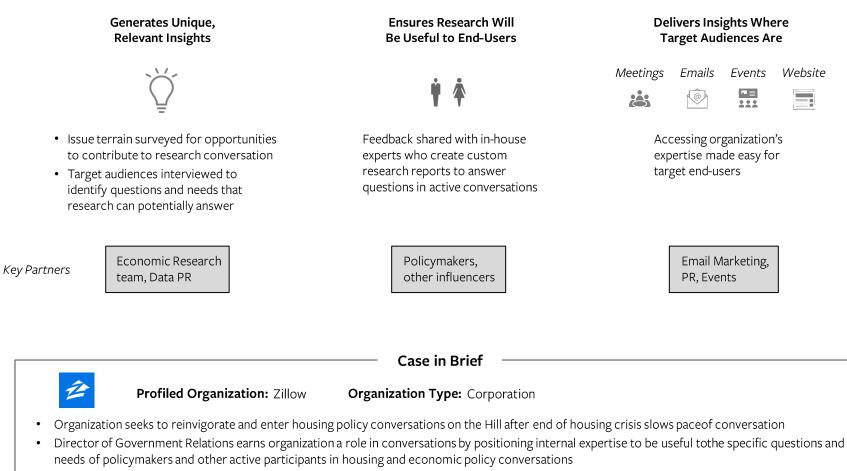
Obstacles on the Path to Impacting Policy Decisions



Source: National Journal Leadership Council interviews and analysis.

Positioning Expertise for Relevance Outside the Hill Meeting



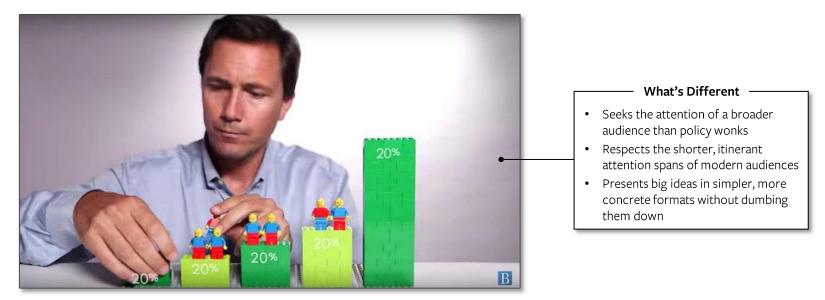


Custom research produced for target audiences by company economic research team primarily through analysis of Zillow's and publicly available data

Reformatting Ideas to Shape Public Debates

White Papers Supplemented with Accessible Digital Content

Senior Fellow Richard V. Reeves Explains Economic Mobility with Legos on YouTube



BROOKINGS

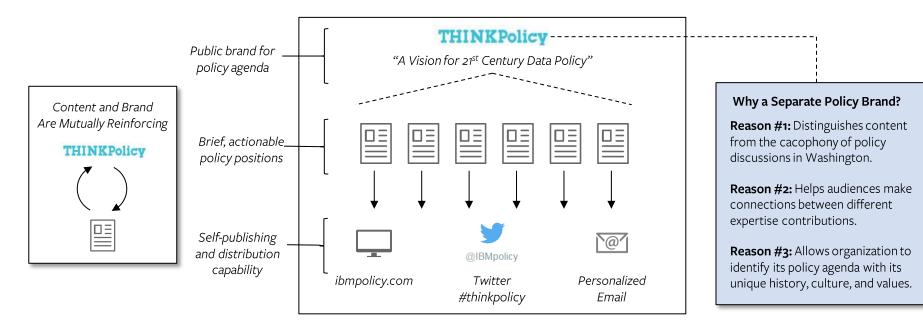
Profiled Organization: Brookings Institution Organization Type: Think Tank

- Brookings Creative Lab launched in 2015 to reach broader audiences with organization's expertise
- Experts and Lab team collaborate to translate expertise into more accessible formats while maintaining the integrity of scholarly work; team produces 20 original pieces of content per week in the form of Twitter graphics, videos, podcasts, and articles

Source: Joseph Lichterman, "The 100-year-old Brookings Institution is working to turn itself into more of a digital publisher," Nieman Lab.

Publicizing the Organization's Policy Agenda

Wrapping the Organization's Policy Vision in a Distinctive Brand



Public Distribution of Expertise



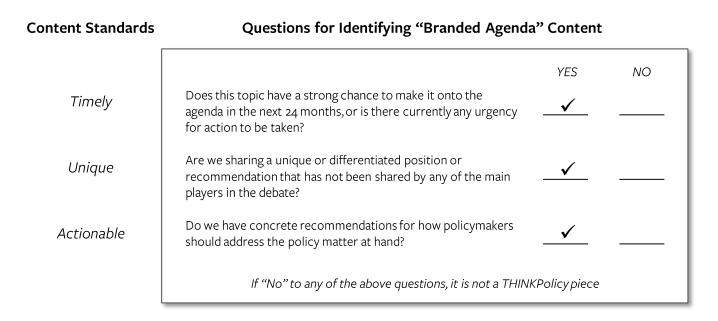
Profiled Organization: IBM Or

Organization Type: Corporation

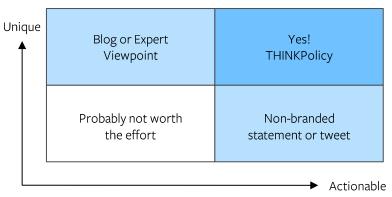
- Organization creates separate brand to market new policy agenda and participates in public conversations by publishing specifc, actionable policy content that upholds the brand's integrity and values.
- Organization uses new public voice to invite policy conversations in public and private spaces, online and offline, and to measure effectiveness.
- Self-publishing and distribution mechanisms allow organization to control its own voice and set its own priorities.

Applying Content Standards

Distinguishing THINKPolicy from Other Content Types



Does the content make the cut?



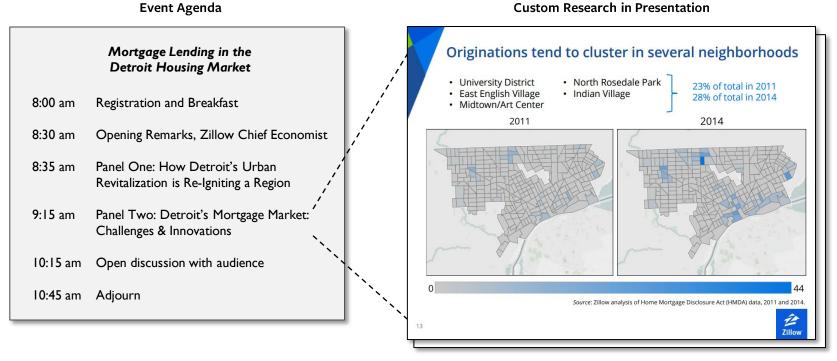
Source: National Journal Leadership Council interviews and analysis; IBM.

Smaller Events Serve Targeted Audiences

National Policy Research Customized with More Specific Cuts for Attendees

Zillow Policy Research Event in Detroit

May, 2015



Case in Brief

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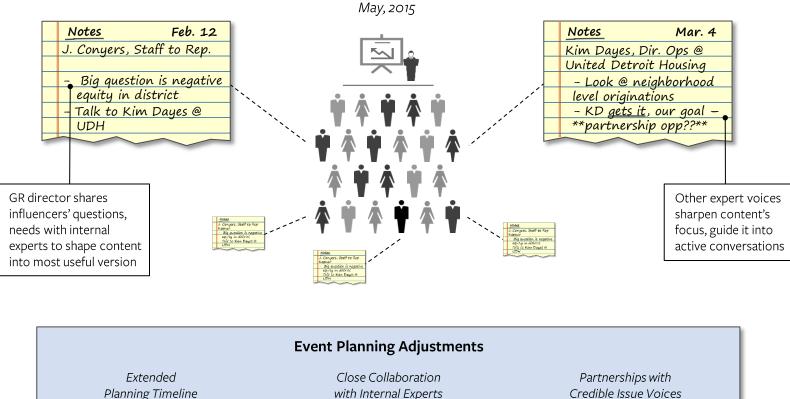
Profiled Organization: Zillow

Organization Type: Corporation

- Organization hosts events in select cities to share research content highly customized to the specific questions of target influencer invitees
- GR director learns needs of influencers in conversations and plans event content in collaboration with research director; public affairs team coordinates events, inviting policymakers, their staff, local organization leaders, academics, and other influencers

Understanding Desired Attendees' Individual Needs

Interviews with Target Attendees Reveal Essential Research Questions



"Housing Roadmap" Event in Detroit¹

GR Director meets with Chief Economist weekly to reconcile audience research with internal expertise capabilities

Credible Issue Voices



Partners selected for their credibility in community on topic, alignment on achieving research goals

4-month planning period required to

customize research and incorporate

organization's, partners' perspectives

Practice #3: Thought Leader Curator

Raising the Profile of Policy Experts

Director of Thought Leadership Makes Organization's Expertise Accessible Through Individuals

Select Responsibilities

Catalogs Organization's Experts

Identifies Best Speaking and Writing Opportunities

Guards Organization's Message

| Expertise Audit ¹ | | | | | |
|------------------------------|-------------|-------------|-------------|--|--|
| Speakers | | Writers | | | |
| Expert | Торіс | Expert | Торіс | | |
| L. Smith | Immigration | D. O'Malley | Trade | | |
| B. Miller | Privacy | L. Smith | Immigration | | |

- Determines for which issues organization wants their expertise to be recognized
- Interviews experts to identify strengths and to gauge interest in representing organization

Opportunity Evaluation

- 1. What audience finds this policy message relevant?
- 2. How much control do we want over the message?
- 3. What platform will help this policy message spread?
- 4. Who else will be in attendance, participating? (events)
- Creates wish-list of events, publications in which experts would be placed
- Selects best forums based on audience relevance, potential for message to spread

- Previews themes of upcoming writing and speaking engagements with GA staff
- Balances need to offer fresh perspective with need for consistent policy positions

Case in Brief

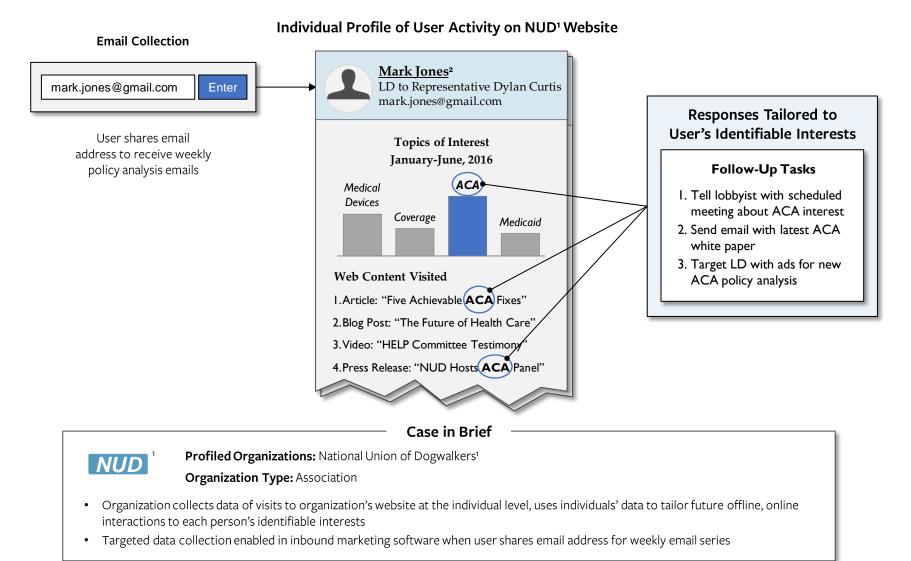
Consumer Technology Association

Profiled Organizations: Consumer Technology Association Organization Type: Association

- Organization cultivates the public intellectual profiles of its top experts, facilitating their placement on relevant industry panels and broadcast opportunities, and their writing in publications read by target policymakers and industry and policy influencers
- Director of Thought Leadership coordinates both logistics and messaging, specifically circulating key themes with all internal stakeholders to ensure that their message is fresh, differentiated, and consistent with past statements
- Director of Thought Leadership manages content production, promotes placements via social media among key influencers

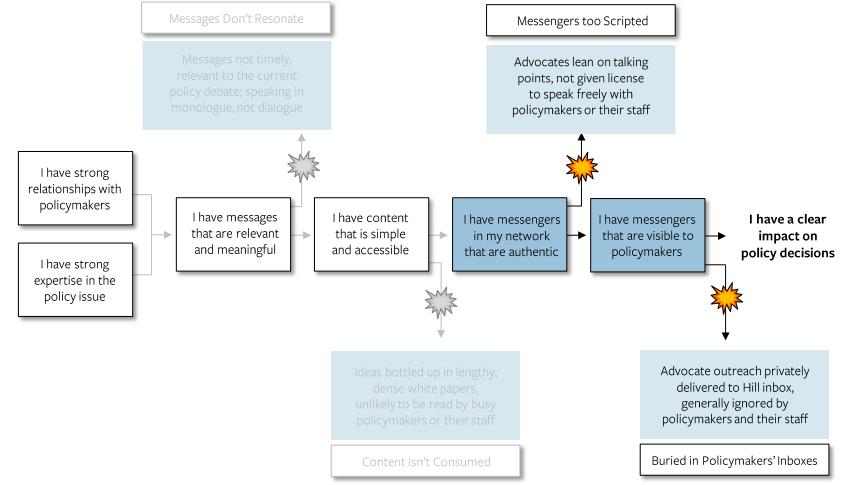
Personalizing Engagement of Top Targets

Users' Online Activity Informs Next Advocacy Touchpoints



Enlisting Authentic Messengers

Obstacles on the Path to Impacting Policy Decisions



Source: National Journal Leadership Council interviews and analysis.

Borrowing Advocates' Digital Voices

Online Hub Arms Employee Ambassadors to Share Engaging Policy Content

4916 novozymes' B take arguest action to concat chimate change and its imp character version We have less than 10 years to make very significant reductions in CO2 emissions - or face ss than 10 years to make ver eet @ Like 00000 . f 1 Main Feed -Posted Aug 3, 2016 Posted Aug 3, 201 Growth Energy dian The #DOE released a study highligh 5th addition of i rany benefits of mid-level #ethand available fractionary fractions blendst #blotuets #performance co/SWNUPTme)NEV 031pm|3Aug 2016 + Reply . Reply 13 Retwood @ Uks ~60% of hub content Shares content via Simple user ambassadors' personal curated from experience eases social network accounts burden of taking action external websites

Novozymes Advocacy Content Hub Website

Case in Brief



Profiled Organization: Novozymes

Organization Type: Corporation

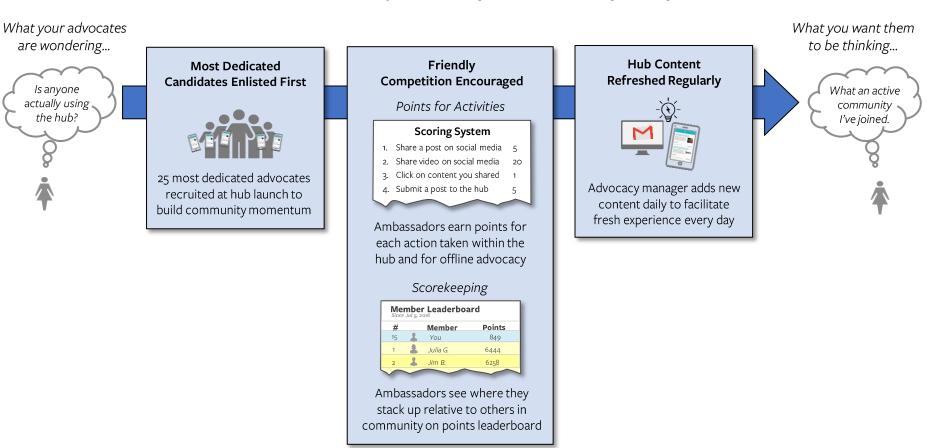
- Organization sets up an online content hub for a trusted group of highly engaged employee ambassadors
- Hub updates daily with opportunities for offline action and social-friendly content for ambassadors to read and share with their personal and professional online networks; ambassadors connect hub directly to their personal social media accounts
- Hub software Voicestorm offered by Dynamic Signal at cost of \$10 per user monthly

Ambassador Uses of Online Hub



Ensuring Participation

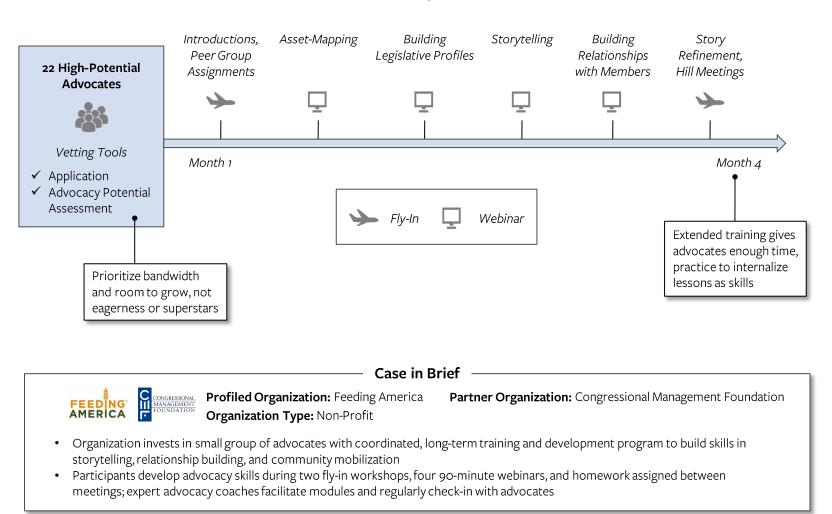
Elevating Visibility of Peer Contributions Drives Momentum



Actions Taken to Improve Visibility of Hub Community Activity

Training an Elite Squad

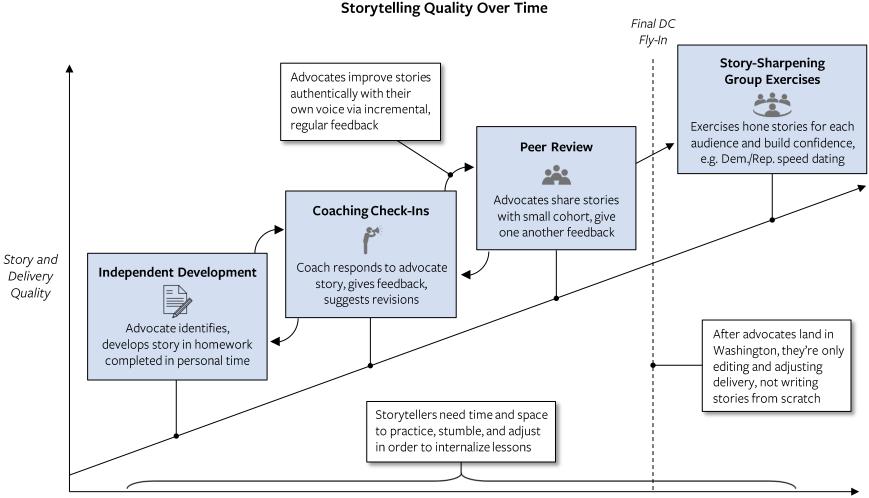
Select Advocates Develop Skills for Larger Advocacy Role



Advocacy Training Academy Modules

Supporting Skills Development

Regular Feedback Loops Elevate Story, Delivery Authenticity



Time

Source: National Journal Leadership Council interviews and analysis; Feeding America, Congressional Management Foundation.

Catching Unforced Errors

Meeting Checklist Reminds Advocates of Critical Objectives

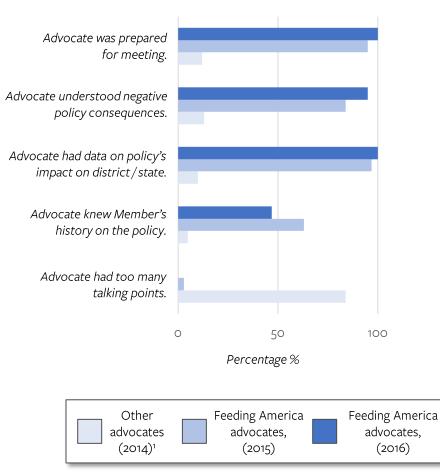
Advocate Meeting Checklist Tool

| Be polite, pro | ou only have 10-30 mi ofessional, and focused e impact of the policy | d on these prioriti | es. Read the list | beforehand t | to be prepared. |
|----------------|--|---------------------|-------------------|---------------|-----------------|
| 1 | | issue in question | through a perso | nal story | |
| , State the | specific policy ask and | | | | |
| | specific policy ask and | wait patiently for | a concrete resp | onse | |
| 🛛 🛛 Write dov | vn any questions or po | licy positions stat | ed by the policy | maker or staf | f |
| Leave beł | nind printed materials | like booklets or or | ne-pagers | Ť | |

Reminds users of high-value steps that are often forgotten or skipped by even skilled practitioners

Resource Available in Appendix and Online at www.nationaljournal.com

More Influential in Washington



Stronger Washington Communicators

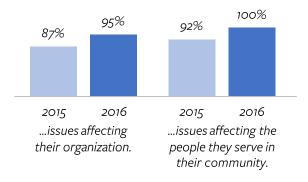
1: 2014 CMF survey (n=98) asked Hill staffers about typical meetings with advocates from all organizations; data served as control for 2015 and 2016 surveys (n=38, 19), which asked same questions to staffers who met with Feeding America advocates.

2015 and 2010 sur 1050 (11.50, 177), million as a developine of standard with the million of the second standard and the second standard standard

Source: National Journal Leadership Council interviews and analysis; Congressional Management Foundation.

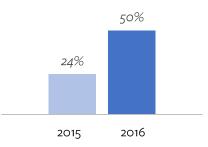
More Trusted by Hill Staff

Level of agreement with the following statement: "The food bank representative(s) I met with is a trustworthy source for accurate and reliable information on..."



Decision-Shapers

Likelihood to support food bank's position in the future, based on meeting with advocate.



Moving Advocates From Private to Public Channels

Reimagined Form Letter Applies Pressure to Policymakers, Compels Response

Example Tweet with Twitter "Card" Graphic Messages Offer Choice with Boundaries Karen Simonton @toastmasterkss - 13 Apr 2015 Advocate Message Choices @SenKaineOffice Stop putting Medicare patients at risk. #FixMedicareNow, repeal the SGRI action.fixmedicarenow.org/card/Ocgtt7Ing Practices like mine who serve high numbers of Medicare patients in [your Sen Kaine, city] continue to be at risk because of The SGR puts Medicare patients in Message shared on the SGR. Pass H.R. 2! risk. I'm urging you to put them first and public channel to tonce and for all. □ Please finish the work you started to apply public pressure repeal the SGR. Congress came close to to policymaker Karen Siinonto passing this much needed reform and patients in [your city] are counting on you. Pass H.R. 2! ☑ The SGR puts Medicare patients in [your area] at risk. I'm urging you to put them first and repeal it once and for all. Pass H.R. 2! Advocate photo automatically added from Twitter profile picture Messages are still predetermined by organization, personalizes message but multiple options are provided to allow advocate to choose one that best represents them in public. Case in Brief

AMAR AMERICAN MEDICAL ASSOCIATION

Profiled: American Medical Association

Organization Type: Association

- Organization creates graphics with policy messages for advocates to share publicly on Twitter, directed at Members of Congress; advocates able to customize graphics with personal photo, name, location, and a message from a curated selection of options
- Advocates gain access to graphics by providing a zip code, email address, and selective access to their Twitter account
- 27,000 cards created and shared in 2 months

Organizing for Collaborative Advocacy



NationalJournalLeadershipCouncil

A Familiar Set of Dilemmas

Departments Independently Successful, Collectively Falling Short

Each Department Firing on All Cylinders... ... Until It Needs to Coordinate Government Affairs crafts and articulates an ...but Communications publishes targeted advertisements with a different argument. effective argument in Hill meetings... Policy Research publishes crisp, compelling ...but Hill staff and peer researchers unlikely to download, read findings in that format. 40-page white paper... Comms. sees a fast-moving online dialogue as ...but needs 48 hours before messaging threat to ongoing Hill conversations... responses are approved by Gov't Affairs. Head of office hires lobbyist, a top expert in ...but lobbyist must learn new issue 6 months their issue... after hiring as policy needs change.

Source: National Journal Leadership Council interviews and analysis.

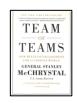
Organizations Plagued by Simple, Unforced Errors

Frontline Staff Lack Understanding of How Their Work Affects Others

Critical Enemy Intelligence Falling Through the Cracks



Case in Brief



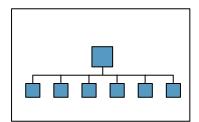
- General Stanley McChrystal recognized early in his command of the Joint Special Operations Task Force in Iraq that the military's efficient command and control organizational design inhibited the Task Force's ability to combat and subdue a lean, resilient enemy in Al-Qaeda
- McChrystal redesigned the Task Force in Iraq, swapping out the familiar organizational hierarchy for a more fluid, adaptable "team of teams" design predicated on far more collaborative relationships between functional departments

Sources: "Team of Teams," Stanley McChrystal, 2015; National Journal Leadership Council Research interviews and analysis.

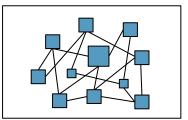
Transforming How the Military Operates

Management Transformation Implemented by General McChrystal

<u>Command</u>



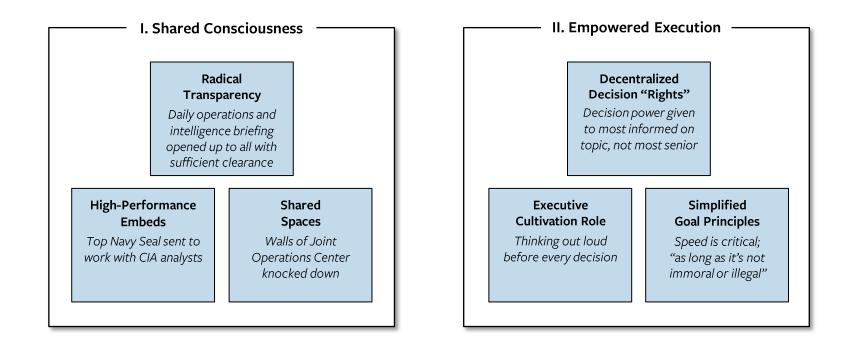
Team of Teams



| Organizing Principle | Efficiency | > | Adaptability |
|-----------------------|--|---|--|
| Optimal Conditions | Highly Predictable Environment | | Unpredictable Environment, Constant Disruptions |
| Decision-Making Level | Top-Down Command | > | Decentralized Decision-Making |
| Skills Valued | Independent Execution | | Communication, Trust-Building, Consensus-Building |
| Executive Role | Sets Strategy, Keeps Trains Running on Time | > | Sets Strategy, Continuous Cultivation of Staff Collaboration, Decision-Making |

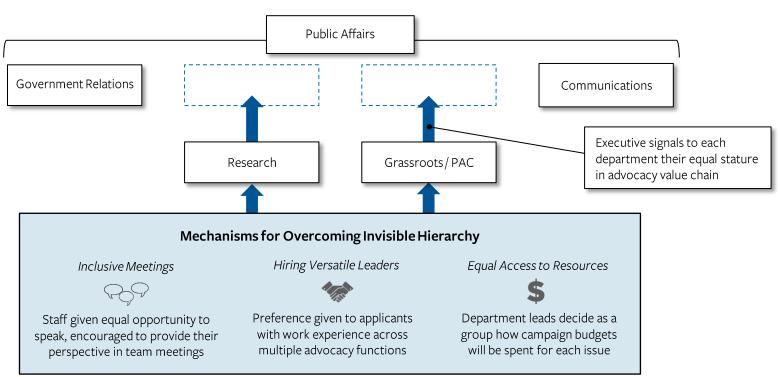
Engineering a Team of Teams

Transition Tactics Employed by General McChrystal

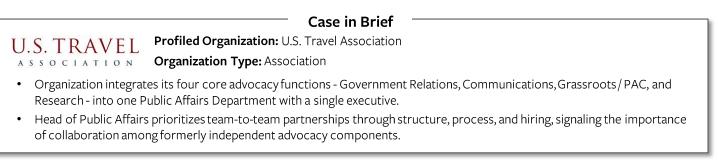


Treating Each Department as a Full Partner

Integrated Design, Executive Signals Counteract Invisible Hierarchies

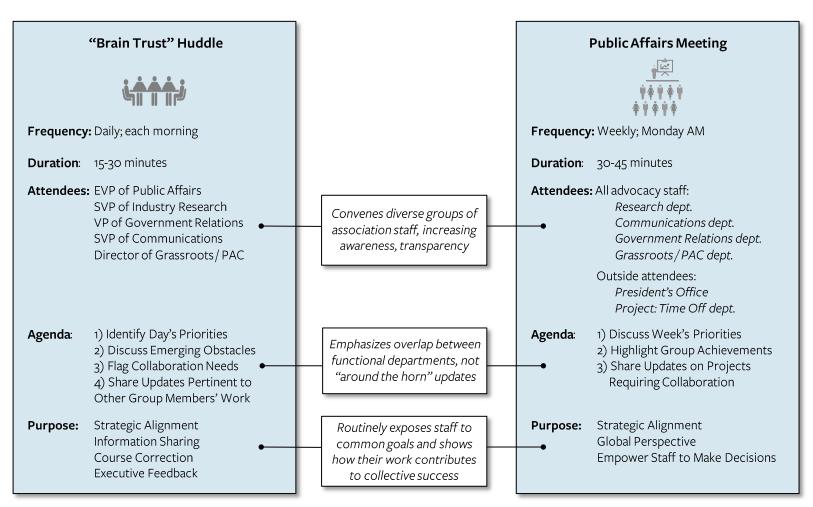


Integrated Department Structure at U.S. Travel Association



Clarifying Individual Roles in Group Success

Inclusive Meetings Elevate Common Priorities, Collaboration Opportunities

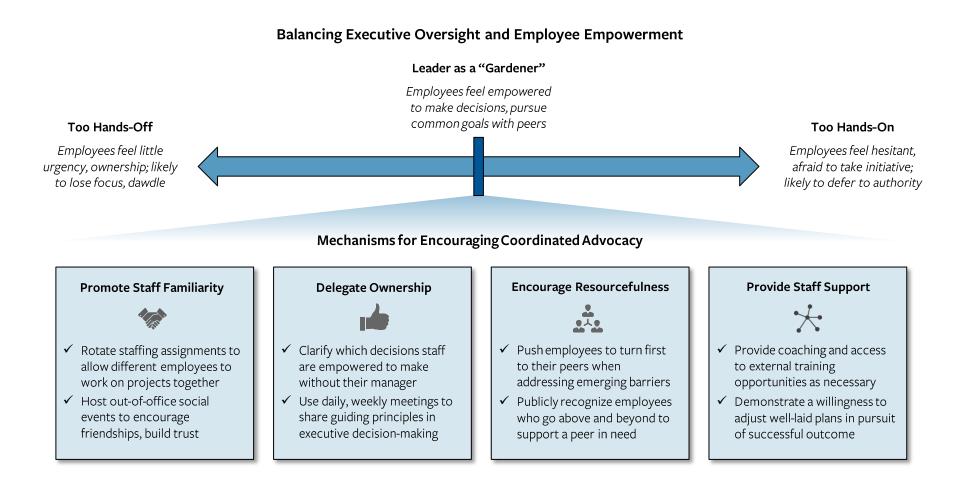


Interdepartmental Meetings at U.S. Travel Association

Sources: National Journal Leadership Council interviews and analysis; U.S Travel Association.

Executive Eyes-On, Hands-Off

Enabling Staff to Make Decisions, Solve Problems with Peers



Exportable Lessons

Five Things Any Organization Can Do

Level Hierarchy: Establish all advocacy staff as full partners in your organization's advocacy campaigns

Reconcile Conflicting Goals: Elevate and reinforce shared goals in meetings, daily interactions with staff

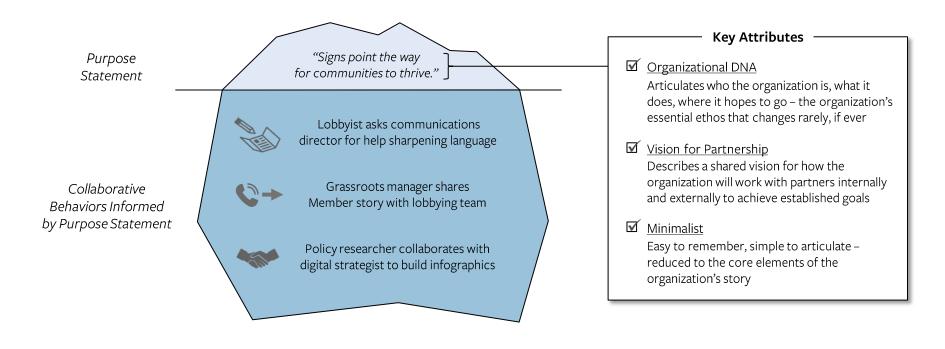
Create Forum to Align Tactics Across Teams: Schedule frequent leadership huddles to adjust to changing dynamics

Elevate Collaboration in Meetings: Emphasize connections between teams, not information updates

Delegate More Decisions: Push decision-making to the front line, with clear "decision rights" established

Pursuing Common Purpose

Purpose Statement Guides How Staff Works Together



Case in Brief



Profiled Organization: International Sign Association Organization Type: Association

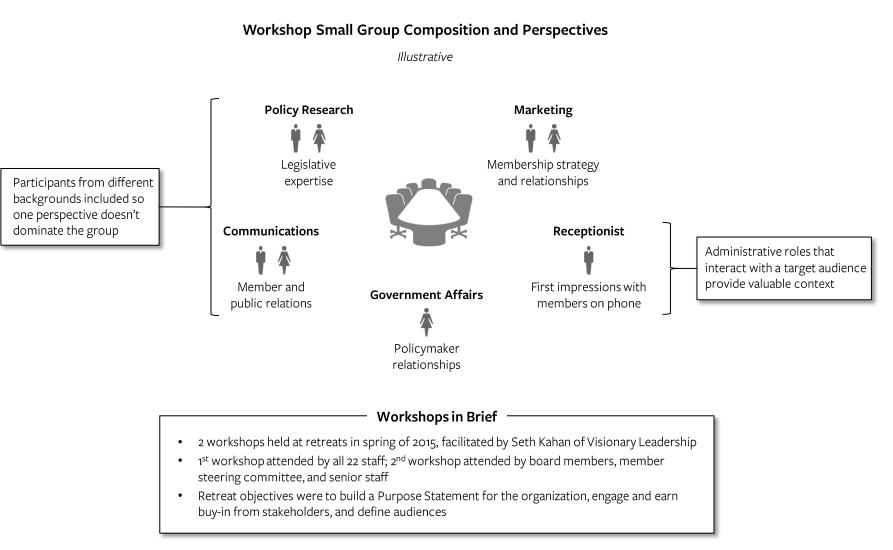


Partner Organization: Visionary Leadership

- Organization creates purpose statement to give staff a clear "North Star" direction of what each individual is working toward and coordinate how staff should work with one another across departments
- Statement developed in 2-day-long workshops facilitated by Visionary Leadership

Top-Down Development Likely to Flop

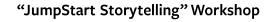
Including Diverse Groups of Staff Ensures Organization-Wide Buy-In

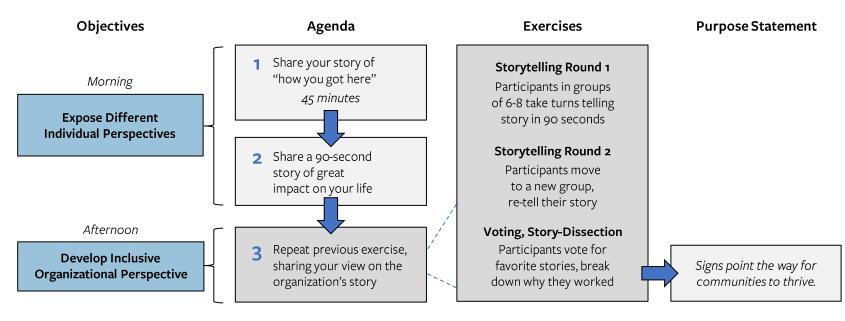


Sources: National Journal Leadership Council interviews and analysis; International Sign Association; Visionary Leadership.

Building Consensus

Revealing Different Perspectives Clears Path to Finding Common Ground





Why Story?



Recent neuroscience has revealed that story structure has a real, pronounced effect on audience focus, memory, and trust. Stories help audiences focus better, retain information better, and let down their guard. They build rapport between individuals by revealing context and values to which the listener can relate.

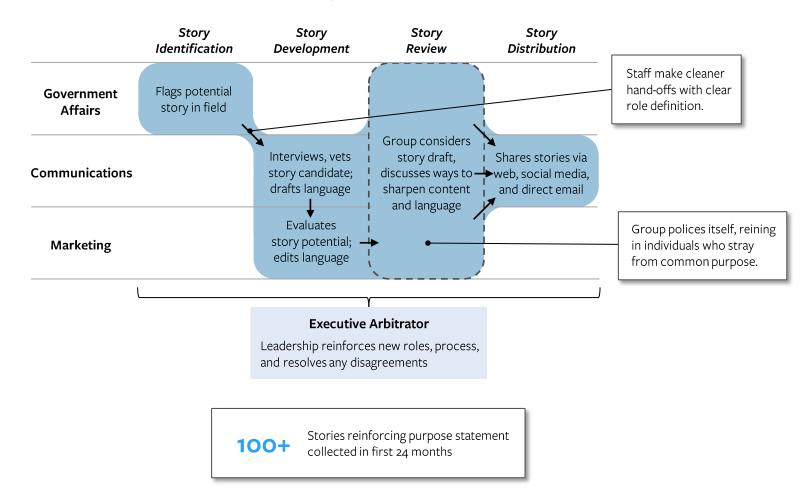
Sources: National Journal Leadership Council interviews and analysis; International Sign Association; Visionary Leadership; Seth Kahan, "The Power of Storytelling to JumpStart Collaboration," available at http://visionaryleadership.com/culture-the-power-of-storytelling-to-jumpstart-collaboration/.

Common Purpose Guides Collaboration

Executive Intervenes Only When the Process Breaks Down

Story Collection Process

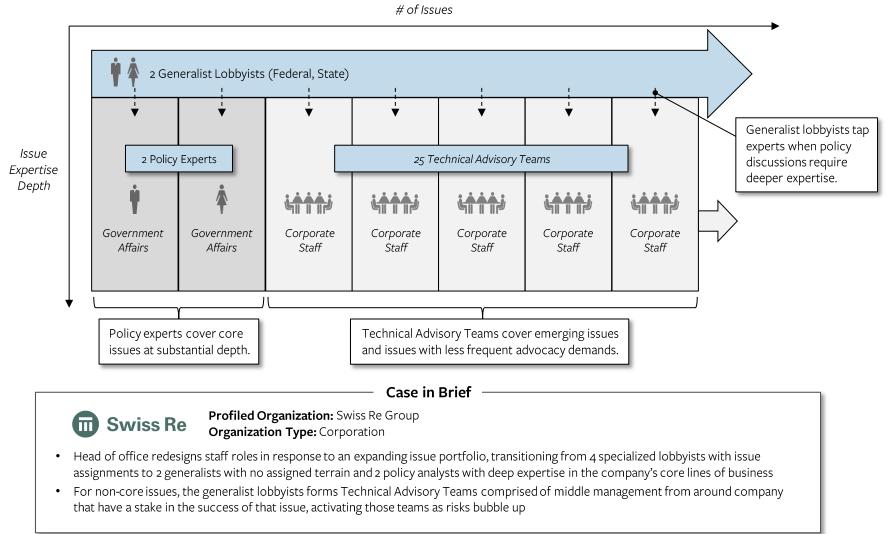
Example New Process



Sources: National Journal Leadership Council interviews and analysis; International Sign Association; Visionary Leadership.

Designing a System of Expertise

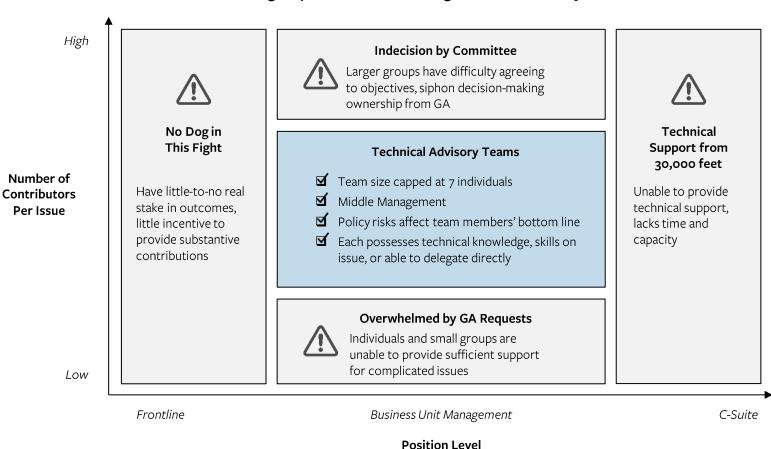
Generalist Lobbyists Leverage Policy and Corporate Experts to Manage Expanding Issue Territory



Lobbying Issue Coverage # of Issues

Building Teams of Doers, Not Advisors

Team Size and Position Level Have Greatest Impact on Advocacy Support Capacity

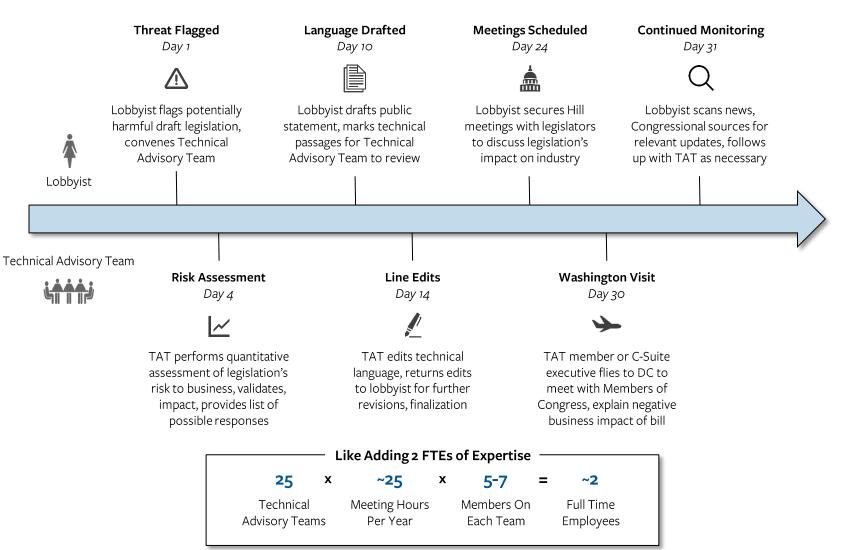


Design Options for Establishing Technical Advisory Teams

Lobbyist Secures Technical Support from the Business

Generalist Lobbyist Leverages Technical Advisory Team to Fend Off Policy Threat

Illustrative



Sources: Swiss Re; National Journal Leadership Council interviews and analysis.

Charting New Channels of Influence

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Earning a Role in Policy Decision-Making

Sharing Relevant Policy Content

1) Branded Content

IBM,

2) Audience-Centric Event

👷 🚈 Zillow®

3) Thought Leadership Curator

Consumer Technology Association

4) Inbound Marketing

Enlisting Authentic Messengers



6) Advocate Special Forces



7) Twitter Cards



II

Organizing for Collaborative Advocacy

8) Integrated Advocacy



9) Purpose Statement



A International Sign Association

10) Expert Network



Advocate Meeting Checklist

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Directions

- Read list to understand your responsibilities before, during, and after the meeting.
- 2 Check items off as they are completed.
- ω Pay special attention to deadlines associated with preparation and follow-up

I. Before Meeting with a Legislator or Staff

Prepare effectively for your meeting.

- Read advocacy packet and policy factsheets / backgrounders (2-4 weeks before)
- Identify and practice your story with family, friends, or a colleague (2-3 weeks before)
- Learn your policymakers policy positions - i.e. review their website, search Google, etc. (1-2 days before)
- \Box Review recent news or social media activity about the policymaker (1-2 days before)

II. During Meeting with a Legislator or Staff

Be polite, professional, and focused on these priorities. Read the list beforehand to be prepared. Remember you only have 10-30 minutes to meet with each Legislator.

- \square Explain the impact of the policy issue in question through a personal story
- State the specific policy ask and wait patiently for a concrete response
- Write down any questions or policy positions stated by the policymaker or staff
- Leave behind printed materials like booklets or one-pagers

III. After Meeting with a Legislator or Staff

Stay active after your meeting.

- Submit a meeting report to your organizational representative (same day)
- □ Share your experience on relevant social media sites (same day)
- □ Write personal, hand-written note thanking policymaker and staff for the meeting (1-5 days after)
- Schedule a follow-up meeting in the district (4-6 weeks after)