



## **Thomas F. Kaplan**

Tom is the Competitive Sourcing Specialist for the U.S. Office of Personnel Management at their Washington, D.C. headquarters. Tom has over 18 years of military and civilian headquarters and field activity experience in resource management and across several personnel disciplines. Prior to returning to the federal government in 2002, Tom was an Associate with Booz Allen Hamilton's Organization and Management Team where he supported military and civilian agency's competitive sourcing efforts. His practical, hands-on, experience spans every phase of managing competitive sourcing and organization change efforts including policy development, business and acquisition planning and strategy, contracting, organizational and operational analysis, economic and cost analysis, change management, and implementation of new organizational designs that help to transform the government into a performance-oriented, cost-effective organization.

As the U.S. Office of Personnel Management's competitive sourcing expert, Tom is responsible for administering OPM's FAIR Act inventory and managing on-going competitive sourcing projects. Additionally, Tom advises federal government agency managers, teaches formal classes in competitive sourcing subjects, and is a regular speaker at competitive sourcing conferences. You may contact Tom directly at the U.S. Office of Personnel Management at 202-606-1045 or [txkaplan@opm.gov](mailto:txkaplan@opm.gov).

Tom and Ann Benson's book, *The Human Resources Role in Managing Organization Change*, FPMI Communications, Inc, 2000 is available at [www.fpmi.com](http://www.fpmi.com). Their book is the federal manager's guide for implementing HR competitive sourcing and organization change solutions.