

October 2018



## **Max Stier**

### **President and CEO of the Partnership for Public Service**

**Max Stier** has overseen the creation and growth of a network connecting more than 1,000 colleges and universities with 80 federal agencies; a center focusing on the presidential transition; an awards program that recognizes exceptional civil servants for their extraordinary accomplishments; annual rankings that examine employee engagement; numerous leadership development programs; and more.

Before coming to the Partnership, he worked in each of the three branches of the federal government. In the summer of 1982, he served on the personal staff of Congressman Jim Leach. In 1992, he clerked for Chief Judge James Oakes of the United States Court of Appeals for the Second Circuit, and in 1994 for Justice David Souter of the U.S. Supreme Court. In 1995, Stier joined the law firm of Williams & Connolly, where he practiced primarily in the area of white-collar defense.

### **Subject Area/Topic: Fighting for Our Civil Service**

**Highlights:** Human resources and management issues were the early focus of the Partnership: The Partnership has recently shifted its focus to what it regards as the leadership deficit in federal service. Serious leadership problems can be found not only in the Executive Office of the President and the political leaders of the various executive agencies and Congress but also in the senior career workforce.

Max noted the last major civil service reform was 40 years ago. In fact, many components of the system have not been changed for over 70 years. He believes the civil service needs an easier flow of talent in and out of the system along with more accountability and also cross-fertilization, including with the private sector. Without civil service modernization, American citizens will continue to lose trust in their government and its employees.