

New Game Plan For Ford Staff

Washington

President Ford's transition planners have gained his approval of four basic principles on which they hope to reshape a pareddown, open and flexible White House staff structure.

The principles — general in terms but important in implications — were approved by the President Thursday evening.

The transition team is working this weekend to write specific recommendations, probably including several options on key points, for submission to Mr. Ford on Tuesday.

At that point, according to present plans, the team will go out of existence and its members return to their normal duties.

The team members are Donald Rumsfeld, the U.S. ambassador to NATO; Secretary of Interior Rogers C. B. Morton; ex-governor William W. Scranton of Pennsylvania and John O. Marsh, a counselor to the President.

As outlined by them, the basic principles guiding the reorganization are these:

- Give the President direct and personal control over the major functions of his office and assure that those responsible for those areas have direct access to him.

Also give him an "operations officer," to see that the work flow is smooth, but do not lock Mr. Ford to a single all-powerful chief of staff.

- Make the organization reflect Mr. Ford's own image and leadership style by assuring openness and movement of both people and ideas. But build into the structure a degree of schedule protection — admittedly hard to define — for his private consultations and decision-making.

- Reduce the overall size of the staff now, even if it grows back later, to assure Mr. Ford the degree of control he needs in early months to insure that the new administration is responsive to his wishes.

- Make the structure flexible on the assumption, as one transition planner said, "that whatever he (Mr. Ford) orders into effect now will lean back and forward before it settles, and we don't want any failures during the settling process."

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