A Leadership Journey In Federal Government

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Potential Leadership Tracks in Federal Government

Leadership at all Levels

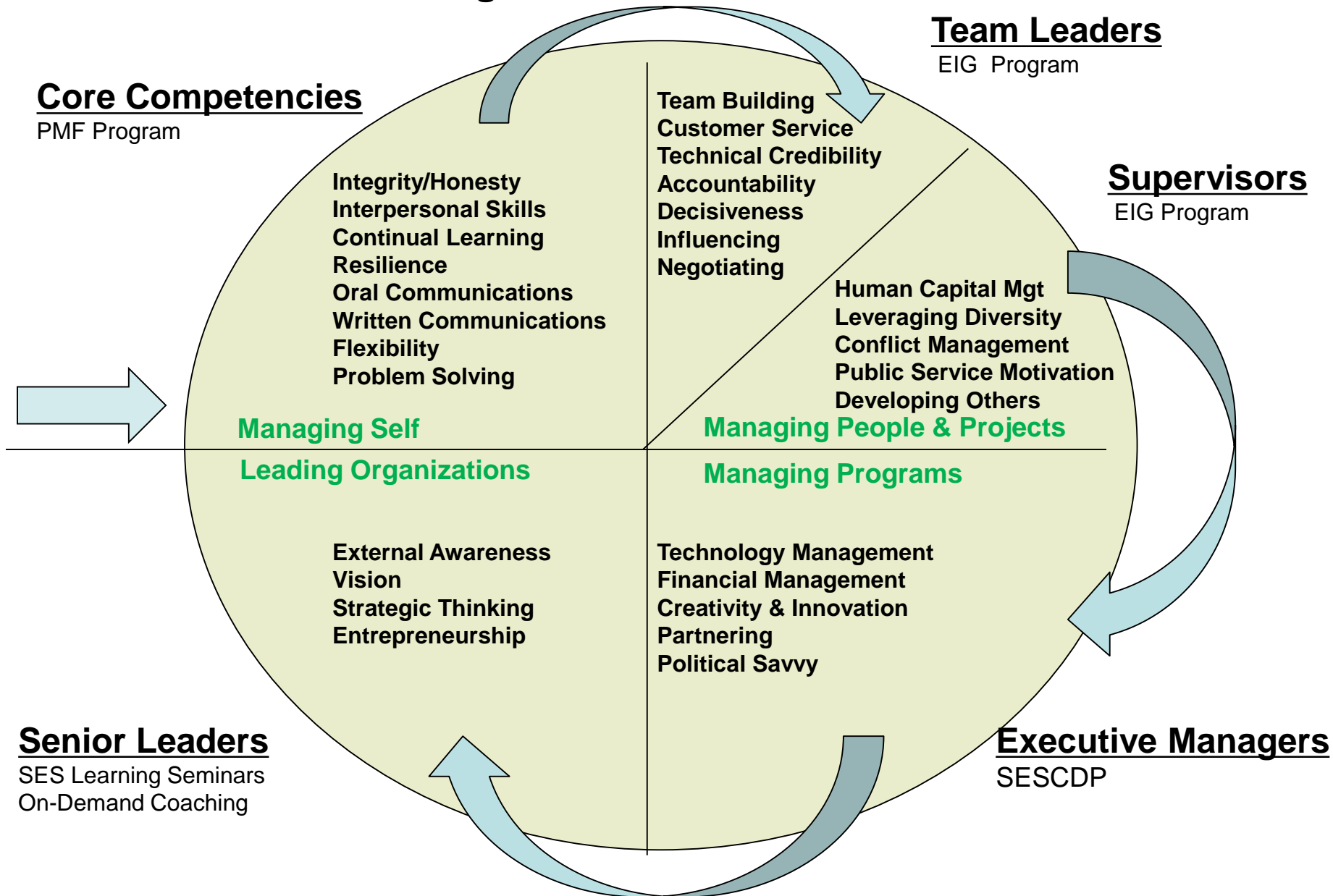| Situational Leaders	Pre-Supervisors	Team Leaders	Supervisors	Pre-Executive	Executive Manager	Senior Leader

Team Projects, Meetings, Instructor-Led Training, On-Line Training, Informal Learning, Experiential Learning, Coaching, Mentoring, Books, and Seminars

Technical, ECQ and Supervisory Competencies

Leadership Values:
Integrity, Excellence, Service, Respect, Team Cooperation, Commitment, Openness, Collaboration, Creativity, and Innovation.

A Leadership Journey Path: Professional Career and Organizational Success

Core Competencies
PMF Program

Team Leaders
EIG Program

Supervisors
EIG Program

Senior Leaders
SES Learning Seminars
On-Demand Coaching

Executive Managers
SESCDP

Managing Self

Integrity/Honesty
Interpersonal Skills
Continual Learning
Resilience
Oral Communications
Written Communications
Flexibility
Problem Solving

Managing People & Projects

Team Building
Customer Service
Technical Credibility
Accountability
Decisiveness
Influencing
Negotiating

Human Capital Mgt
Leveraging Diversity
Conflict Management
Public Service Motivation
Developing Others

Leading Organizations

External Awareness
Vision
Strategic Thinking
Entrepreneurship

Managing Programs

Technology Management
Financial Management
Creativity & Innovation
Partnering
Political Savvy

Situational Leaders

Presidential Management Fellows Program - a flagship leadership development program at the entry level (GS-9/11/12) for advanced degree candidates. The Program attracts and selects the best candidates possible through rigorous competitive process, designed with a narrow focus - developing a cadre of potential government leaders.

Program Requirements

- Participant Agreement
- Federal mentor outside of command at the managerial level
- Individual Development Plan (IDP)
- 80 hours of formal interactive training per year
- Developmental assignment
- Agency-specific requirements
- Successful performance reviews
- Executive Resources Board (ERB) certification

Key focus

ECQ and Technical competencies for position series

Other activities

Short rotations, books, shadowing and informational interviews.

Pre-Supervisors

<u>Leadership Potential Program</u> - Competitive 12-month programs, i.e., EIG Program designed to prepare for team leader, supervisory, or other positions requiring supervisory, managerial, and leadership skills and abilities. GS 13/14/15 employees

*Potential Program Requirements***:**

- Leadership Self Assessments
- Leadership Orientation
- Interpersonal Communications
- Conflict Management
- Employee Retention Tools and Techniques
- Diversity and Inclusion Management for Supervisors
- Motivating Others and Team Development
- Complete a 90-day rotational assignment
- Complete 1-week leadership off-site and participate in monthly leadership briefings

Potential Online Courses:

- Decision Making
- Feedback Essentials
- Goal Setting
- Leading and Motivating
- Meeting Management
- Persuading Others
- Presentation Skills
- Time Management
- Delegating
- Virtual Teams
- Managing Upward
- Change Management
- Processes Improvement

Supervisors

<u>Supervisory Development Programs</u> - Agency sponsored program for new Supervisors designed to develop supervisory and leadership skills required at that level. GS-14/15 employees.

Potential Program Requirements:

- Develop Leadership Development Plan
- Orientation to Leadership
- Interpersonal Communications
- Conflict Management
- Employee Retention Tools and Techniques
- Financial Management Seminar
- Acquisition Management
- Coaching for Results
- Managing Employees in Troubling Times
- Recruitment, Behavioral Interviewing
- Culture and Values Management
- Diversity and Inclusion Management for Supervisors
- Motivating Others and Team Development
- Performance Management

Potential Courses:

- Career Management
- Change Management
- Delegating
- Developing Employees
- Difficult Interactions
- Finance Essentials
- Feedback Essentials
- Leading and Motivating
- Managing Upward
- Meeting Management
- New Manager Transitions
- Virtual Teams

Pre-Executive

<u>Senior Executive Service Candidate Development Program (SESCDP)</u> - Competitive18-Month program designed to develop leadership skills required of SES. GG-14/15 employees.

<u>Program Requirements</u>

- Meets all requirements for an SES-CDP as established in 5 CFR Part 412 and plan must be approved by OPM
    - Executive Development Plan
    - Minimum 80 Hours interagency training focused on ECQs
    - Minimum 4-month rotational assignment
    - SES Mentor

<u>Other Activities</u>

- Benchmarking Site Visits
- Coursework
- Individual Needs Assessments
- On-the-job Training
- Rotational Assignments
- Shadowing Assignments
- Team Projects

Senior Executive Service

Executive Onboarding Programs- On December 15, 2015, President Barack Obama issued an Executive Order to strengthen the Federal Government's ability to recruit, hire, and develop Senior Executives.

SES Onboarding Activities:
- Leadership Assessments
- Executive Development Plan
- SES Mentoring and Coaching
- SES Rotations to Federal, State, Local governments, colleges and universities, tribal governments, and other eligible organizations

Learning Resources:

OPM Federal Executive Institute

OPM SES Situational Mentoring Program

SES Leadership Onboarding Seminars

Career SES Orientation Briefings

Executive Best Practices Guide

Training Program Acronyms

- **PMF** – Presidential Management Fellow
- **Agency ERB** – Executive Resources Board
- **OPM** – Office of Personnel Management
- **SES** – Senior Executive Service
- **SESCDP** – Senior Executive Service Candidate Development Program
- **ECQs** – Executive Core Qualifications
- **OPM QRB** – Qualifications Review Board

- **EIG** – Excellence
- in Government Fellows Program
- **IDP** – Individual Development Plan
- **LDP** – Leadership Development Plan
- **EDP** – Executive Development Plan
- **5 CFR Part 410 and 412** – Code of Federal Regulations for Employee and Executive Training