Deputy Commandant for Information

DC I Civilian Development
3rd Quarter Courses

Enclosed is a brief description of courses available during this quarter.

The overall classification of this brief is: UNCLASSIFIED//FOUO

17 FEB 21
These are just a few of the policy and organizational challenges facing Federal leaders today:
• How do we meet our mission with a reduced budget?
• How do we plan for new technology?
• How should scientific and technological development be governed?
• How should we recruit and retain new talent?
• How do we efficiently deliver health services to our citizens?

To solve the challenges of our time, leaders must foster a culture of innovation. It's no longer enough to progress exceptional analytical and deductive skills; today's leaders must aggregate insights and resources throughout the system of government.

How You Will Benefit
• Manage the complexity of intractable challenges
• Gather insights that uncover needs and expose the root of problems
• Collaborate with multi-disciplinary and inter-agency partners
• Create fertile space for ideas
• Leverage low resolution prototyping to reduce risk and development costs
• Navigate the change environment.

Who should attend? Team Leads and GS/GG 12-15
Course Length: 3 days, 15-17 June 2021
Location: Online
Cost: $2,200
Competencies Emphasized: Creativity/Innovation, Problem Solving

https://leadership.opm.gov/programs.aspx?course=151
Managers make the Federal government work today, and developing management competencies is an excellent investment in the future success of your agency. Supervisors and managers who want to upgrade their skills will have an exceptional learning experience.

You will learn how to think more critically and improve your communication skills. It's an ideal experience, whether you are a new middle manager or an experienced first-line supervisor. In this course, you will study essential management competencies through individual assessments, readings, small group activities, real-world experiences and stimulating class discussions.

Managers have a great deal of responsibility for government productivity and performance, especially managers or supervisors and those with oversight of groups and programs. As a key leader in your organization, your challenges are complex, and your leadership is integral to your agency's success. This course is a vital step in your development.

How You Will Benefit
• Improve existing skills and develop new abilities, tools and techniques
• Increase your self-knowledge and leadership capacity through critical thinking, exploring strengths theory and examining change models
• Solve a real management challenge through a small group action learning process
• Build peer networks across Federal agencies
• Learn new ways to develop and deploy your staff

Who should attend? Team Leads and GG/GS 12-15
Course Length: 5 days, 7-11 June 2021
Location: Online
Cost: $2,820
Competencies Emphasized: Accountability, Conflict Management, Developing Others, Leveraging Diversity, Problem Solving
Since its founding in 1968, the Federal Executive Institute (FEI) has empowered over 30,000 senior executives to become visionary leaders who can think broadly and manage strategically. FEI serves to provide an executive leadership-development opportunity that challenges government executives to reach beyond their past practices to embrace a broader perspective of governance and new leadership capacity to better serve and support the American people.

Using the U.S. Constitution as the principal foundation, the Leadership for a Democratic Society (LDS) program guides executives to understand the diverse goals of the government and the citizens it serves. FEI challenges executives to excel in a 21st-century world while remaining connected to the Constitutional values forged in the 18th century. Through this program of study, government executives find their voices and access wisdom to move their agencies in the strategic directions necessary for it to better achieve its mission. The program provides a life-empowering and career-strengthening experience that will serve as the enduring foundation of each executive leader’s journey of personal and professional growth.

Leveraging the expertise and experience of each executive, LDS establishes a learning community where the participants and faculty are both teachers and learners. Anchored in scientifically validated leadership theory and principals, the core curriculum is aligned with OPM's Executive Core Qualifications and Leadership Competencies. In addition to the LDS Core Curriculum, LDS participants, through a selection of learning environments and topics, tailor their learning experience to meet their self-determined goals and interests. Each executive completes several introspective assignments, at least one action learning project, and produces plans to transform themselves and their organizations.

LDS is currently offered as an Online Learning Program (OLP). The OLP consists of a variety of learning modules over multiple weeks. Participants will be expected to devote up to 10 hours per week. The program consists of a combination of virtual classroom and self-paced work. The first two-weeks of the program consists of virtual classroom sessions and short learning modules. This foundation is then enhanced by participation in courses and electives which allow you to reflect and apply the ideas, tools and strategies immediately to your workplace.

Who should attend? SES, GS/GG-15s, GS/GG-14s (grade waiver required)
Course Length: 22 April – 3 Sept 2021
Location: Online
Cost: $15,627
Competencies Emphasized: Multiple competencies from all 5 Executive Core Qualifications.

We build design thinking, problem solving and innovation skills through our Human-Centered Design Fundamentals workshop. This workshop teaches the theory and practice of human-centered design through a three-day open enrollment course. Participants will understand why, when and how to apply human-centered design to their public sector work, whether they are involved in policy design, program management or service delivery.

How You Will Benefit
Participants will leave the workshop with a toolkit of human centered design methods, and understand how to apply tools to specific design challenges. Many alumni move on to take in-depth design coaching focused on a particular area of interest or to initiate their own human-centered design project at their agency.

This workshop provides an understanding of how you can use human-centered design practices in your daily work. It focuses on:

- Breaking down complex problems to understand their root causes
- How root causes impact the people we serve
- Why human behavior might inform potential solutions and
- The use of rapid prototyping to learn about and develop potential solutions to complex challenges

Who should attend? Team Leads and GS/GG 12-15s; high-performing career specialists
Course Length: 3 days, 18-28 May 2021 OR 15-25 June 2021
Location: Online
Cost: $1,900
Competencies Emphasized: Collaboration, Creativity/Innovation, Customer Service, Entrepreneurship, Problem Solving, Strategic Thinking, Team Building

The Executive Core Qualifications (ECQs):

- Define the competencies needed to build a federal corporate culture that drives for results, serves customers, and builds successful teams and coalitions within and outside the organization.
- Required for entry to the Senior Executive Service and are used by many departments and agencies in selection, performance management, and leadership development for management and executive positions.
- Designed to assess executive experience and potential—not technical expertise.

### Executive Core Qualifications Overview

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<thead>
<tr>
<th>Leading Change</th>
<th>Leading People</th>
<th>Results Driven</th>
<th>Business Acumen</th>
<th>Building Coalitions</th>
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<tbody>
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<td><strong>Definitions</strong></td>
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<td>This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment.</td>
<td>This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.</td>
<td>This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.</td>
<td>This core qualification involves the ability to manage human, financial, and information resources strategically.</td>
<td>This core qualification involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.</td>
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### Competencies

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<tr>
<th>Creativity and Innovation</th>
<th>Conflict Management</th>
<th>Accountability</th>
<th>Financial Management</th>
<th>Partnering</th>
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<td>External Awareness</td>
<td>Leveraging Diversity</td>
<td>Customer Service</td>
<td>Human Capital</td>
<td>Political Savvy</td>
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<tr>
<td>Flexibility</td>
<td>Developing Others</td>
<td>Decisiveness</td>
<td>Management</td>
<td>Influencing/Negotiating</td>
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<td>Resilience</td>
<td>Team Building</td>
<td>Entrepreneurship</td>
<td>Technology Management</td>
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<td>Strategic Thinking</td>
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<td>Problem Solving</td>
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<td>Vision</td>
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<td>Technical Credibility</td>
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