PARTNERSHIP FOR PUBLIC SERVICE

Partnership Leadership Seminars

Preparing federal employees to solve day-to-day and national challenges by working collaboratively and leading authentically.

Our *Best Places to Work in the Federal Government*® research shows that leadership is the number one driver of organizational performance—yet federal employees consistently indicate that this is where government significantly underperforms.

With a focus on practical application, our Partnership Leadership Seminars develop participants' leadership skills and help federal agencies build the long-term, in-house capacity to innovate, problem solve and achieve results.

Seminar participants:

- Learn how to apply best practices from the public and private sectors
- Participate in interactive class discussions and exercises
- Reinforce lessons by creating a plan to address real-time challenges

"Excellent course! Excellent instructor! Would love for all of my team's leaders to take this course."

—Participant from Motivating and Leading People course

Offerings

Becoming a Self-Aware Leader
Building Resilience
Crucial Conversations
Driving Innovation
Fostering Diversity and Inclusion
Leading Change
Leading from Your Level
Managing Change
Managing Performance
Motivating and Leading People
Raising Your Emotional Intelligence

Please see reverse side for more details.

More Information

For more information please contact:

Diana Starkes
(202) 292-1014
dstarkes@ourpublicservice.org

The Partnership for Public Service is a nonprofit, nonpartisan organization that works to revitalize our federal government by inspiring a new generation to serve and by transforming the way government works. With our focus on innovation in public service, our leadership trainings and seminars are uniquely designed for federal employees.

Offerings

Becoming a Self-Aware Leader* (1 Day)

RECOMMENDED FOR GS-9 TO GS-15

- Identify your personal leadership style and strengths
- Understand others on a deeper level
- Lead by motivating employees and managing conflict
- Enhance working relationships by focusing on each party's strengths
- Distinguish motivation from behavior and discover why the difference is important

Building Resilience (1 Day)

RECOMMENDED FOR ALL LEVELS

- Examine the concepts of resilience and growth mindset and their relevance to coping with change and setbacks
- Share best practices for building resilience and adopting a growth mindset, both individually and organizationally
- Enable employees to build a culture of support to increase resilience as a team
- Gather ideas and commitments to action related to resilience and energy management

Crucial Conversations (2 Days)

RECOMMENDED FOR GS-9 AND ABOVE

- Determine when crucial conversations are necessary and learn how to get "unstuck"
- Learn how to manage emotions to build better relationships and better outcomes for self, others, and the organization
- Cultivate active listening skills to ensure the other person feels heard
- Practice specific communication skills for a conversation you need to have and take away practical tools to bring back to the office

Driving Innovation (2 Days)

RECOMMENDED FOR GS-12 AND ABOVE

- Understand how innovation works in the federal context
- Know the attributes of innovative leaders, and how to assess yourself and others
- Apply a set of tools to specific innovation efforts in your office
- Apply assessment and measurement approaches to innovation efforts

Fostering Diversity and Inclusion Part I (1 Day)

RECOMMENDED FOR UP TO GS-13

- Understand the concept of covering and how it impacts our ability to be authentic in the workplace, which is a fundamental pillar of diversity and inclusion
- Evaluate self-awareness and devise methods to mitigate implicit biases
- Articulate a business case for diversity and inclusion that can be employed to influence others in joining the effort to improve the workplace

Fostering Diversity and Inclusion Part II (1 Day)

RECOMMENDED FOR GS-13 AND ABOVE

- Understand and analyze the federal government's metrics for inclusion
- Discuss the social phenomenon of homophily and how it reinforces the characteristics that divide us
- Practice techniques of inclusion to bolster your ability to engage others and address offensive behavior

Leading Change (2 Days)

RECOMMENDED FOR GS-14 AND ABOVE

- Organize your vision into a robust plan that identifies allies, outlines the role of all participating groups, and prepares for the inevitable obstacles
- Express your initiative to peers and others in a way that inspires and motivates them to take action
- Determine how you will prepare to sustain the momentum of your change

Leading from Your Level (2 Days)

RECOMMENDED FOR GS-9 TO GS-12

- Discover how self-awareness and emotional intelligence can improve interpersonal relationships
- Discuss and practice communication models for coordinating work and leading peers and volunteers
- Generate your own framework for navigating your agency, including developing a stronger relationship with your manager
- Learn ways to plan and manage your career
- Discuss resilience and ways for managing stress

Managing Change (1 Day)

RECOMMENDED FOR GS-12 TO GS-14

- Understand the factors that cause resistance to change and how to address them
- Learn the fundamentals of a change management framework, and how to apply it to changes on your team
- Identify ways to overcome team inertia, and address individual resistors that impact team dynamics

Managing Performance (1 Day)

RECOMMENDED FOR ALL SUPERVISORS

- Diagnose factors contributing to high and low performance
- Develop and use tools for improving poor performance
- Effectively deploy appropriate strategies for managing varying levels of performance (both high and low performers) and increasing future performance

Motivating and Leading People* (1 Day)

RECOMMENDED FOR FIRST AND SECOND-LINE SUPERVISORS

- Identify what motivates you and others
- Better understand how you respond to conflict
- Gain techniques for productively addressing conflict
- Commit to action for improved results

Raising your Emotional Intelligence (1 Day)

RECOMMENDED FOR GS-12 AND ABOVE

- Turn self-awareness into more effective actions
- Understand the impact of poor emotional intelligence (EQ), including overdone strengths
- Strengthen the ability to handle stress productively
- Apply EQ principles to contribute to better team performance

***includes Strength Deployment Inventory assessment**