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

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:

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

—Participant from Motivating and Leading People course

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

**Managing Change** *(2 Days)*

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*