The American people rely on the government to address their needs and plan for the country’s long-term security and well-being. To ensure our government has the talent needed to be successful now and, in the future, federal agencies will rely on the next generation of leaders in the federal HR workforce.

The **Emerging HR Leaders – Virtual program** is a professional development opportunity for federal employees who are interested in pursuing a career in HR leadership at their agencies. Participants practice strategies to help them become more effective employees and develop critical leadership skills they will be able to use throughout their careers.

**PROGRAM OUTCOMES**

Through the course of this six-month program, participants will:

- Aspire to continue a career in government service
- Begin to develop essential leadership attributes
- Develop a better understanding of self
- Understand how to build and utilize relationships to more effectively manage responsibilities
- Think strategically about how to deliver results and contribute to their agency’s HR mission

**QUICK DETAILS**

*See reverse for session details*

**DATES**

January–June 2019

**AUDIENCE**

GS-9 to GS-12 HR federal employees

**CONTACT**

For more information contact emerginghrleaders@ourpublicservice.org.

The Partnership for Public Service is a nonprofit, nonpartisan organization that strives for a more effective government for the American people. With our focus on innovation in public service, our leadership trainings and seminars are uniquely designed for federal employees.
PROGRAM STRUCTURE

The program consists of online, semi-monthly two-hour sessions. In these virtual sessions, experienced instructors engage participants in conversations and activities around key course concepts. Participants will also work in teams to make a digital, group presentation on a leadership concept of their choice. This assignment will give participants an opportunity to hone their virtual presentation capabilities, an important skill to develop as federal employees must learn to work with an increasingly remote workforce.

SESSION DETAILS

Session 1: Developing Emotional Intelligence
January 22
• Reflect on your path to public service
• Recognize the value of understanding your personal emotional intelligence
• Understand how emotional intelligence impacts your relationships
• Identify and pursue tangible activities to strengthen your emotional intelligence

Session 2: Building Adaptability
February 7
• Identify ways to stay flexible in a changing environment
• Build skills to stay resilient through adversity

Session 3: Communicating with Clarity
February 28
• Learn how to advocate for yourself during conversations with superiors
• Understand essential communication techniques
• Learn effective conflict-management skills

Session 4: Collaborating Effectively
March 21
• Learn how to build relationships with colleagues at all levels
• Identify what you can do at your level to promote better collaboration within and across teams
• Gain strategies for better managing your project teams

Session 5: Improving Customer Experience
April 11
• Determine your customers and your responsibilities to them
• Learn best practices for engaging with public- and private-sector customers
• Reflect on the impact improved customer service has on your agency’s mission

Session 6: Navigating Structures
May 2
• Understand your role within a larger organization
• Identify ways to maneuver within the system effectively

Session 7: Pursuing Innovative Solutions
May 23
• Learn how to develop creative solutions and ideas
• Learn how agencies across the federal government are creatively addressing difficult challenges
• Use course concepts to create innovative solutions to challenging issues

Session 8: Synthesis and Reflection
June 13
• Reflect on lessons learned in the program
• Discuss how to use core concepts to chart your leadership path