



BUILDING A BETTER GOVERNMENT

Offerings for federal, state and local government



**PARTNERSHIP
FOR PUBLIC SERVICE**

Better government. Stronger democracy.

Table of Contents

OPEN ENROLLMENT PROGRAMS	GOVERNMENT SOLUTIONS	
3 Our Leadership Approach	15 Government Solutions	23 eLearning
5 Preparing to Lead	17 Comprehensive Leadership Development Programs	24 Employee Engagement and Performance Services
6 Emerging HR Leaders Forum	18 Leadership Coaching	25 Talent Acquisition
7 Foundations in Public Service Leadership Program	19 Senior Leadership Retreats	26 Future Leaders in Public Service Internship Program
8 Leadership Excellence for Acquisition Professionals Program	20 Off the Shelf Offerings: Seminars	27 Intern and Early-Career Talent Programming
9 Advanced Human Resources Leaders Program	21 Off the Shelf Offerings: Live Workshops	
10 Data Leadership in Public Service	22 Off the Shelf Offerings: Virtual Assessment Workshops	
11 Two-Day Leadership Certificate Courses		
12 Excellence in Government Fellows Program		
14 AI Government Leadership Program		

Leadership Development

through our Public Service Leadership Institute®



The Public Service Leadership Institute envisions dynamic and innovative government that meets the needs of communities across the country. To realize this vision, the Institute seeks to develop public service leaders of integrity who effectively serve our nation.

As the preeminent source of public service leadership programs, policies and perspectives, the Institute has a strong track record of helping leaders at all levels of the workforce hone the skills unique to leading in government.

We recognize that good leaders are fundamental to government's ability to meet the challenges of today and tomorrow. In a world of complex problems, they spark innovation and drive change, act as stewards of vital public resources and enable employee success, ensuring that government organizations across the U.S. meet the needs of those they serve.

Capable and responsive leaders rarely appear by accident. The best organizations set—and empower leaders to meet—a consistent standard for effective leadership. The Public Service Leadership Model offers this standard, and the Institute's programs provide government leaders with the skills, insights and connections to fulfill it.

The following pages outline two ways to work with the Partnership:

OPEN ENROLLMENT PROGRAMS

Our open enrollment programs convene government employees from across the country, enabling leaders to develop critical connections with their counterparts and collaborate and learn from one another. The result is strong, capable leaders at all levels who drive effective performance. All open enrollment programs can be offered to individual participants. Leaders within federal, state or local government may also opt to send a full cohort (25-30 participants).

GOVERNMENT SOLUTIONS: PUBLIC SECTOR LEADERSHIP AND WORKFORCE SERVICES

The Partnership offers off-the-shelf and custom training for government organizations to build leadership and management capacity, encourage innovation and improve effectiveness. We also offer services related to employee engagement and talent acquisition. Training and other initiatives range from one-day to multiyear engagements and can be designed for use agencywide or for specific teams.

The Public Service Leadership Model

The standard for effective government leadership

The Public Service Leadership Model enables government leaders to evaluate their performance, assess their leadership progress and chart a course for growth. It is built on two fundamental values that motivate public service leaders and anchor the model's four core leadership competencies.

The Core Values of Government Leadership

Stewardship of the Public Trust

Leaders in public service must demonstrate the competence to responsibly steward public authority, deliver results for the American people and strengthen public trust.

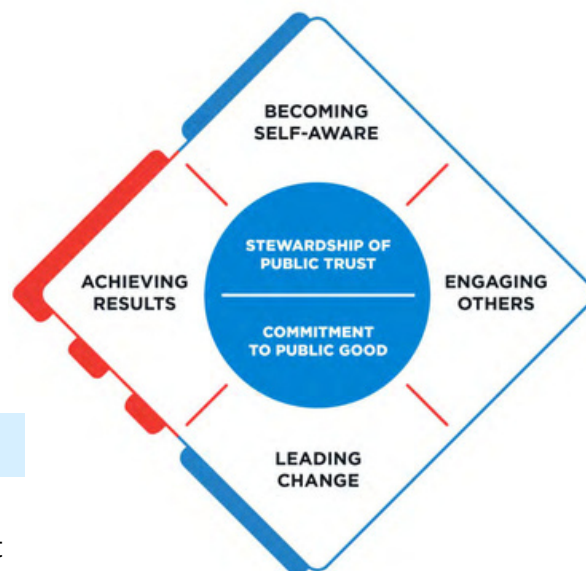
Commitment to the Public Good

Leaders in public service must ensure that decisions and actions are guided by service to the American people and advancing the public good.

Four Essential Competencies for Government Leaders

The model identifies four key leadership competencies that government leaders need to best serve our country in the 21st century:

1. **Becoming Self-Aware**
2. **Engaging Others**
3. **Leading Change**
4. **Achieving Results**



©2026 Partnership for Public Service, Inc.
All rights reserved.

Types of Government Leaders by Role

While the competencies are universal, leaders apply the competencies differently based on their level. We divide these levels into four groups:

Emerging Leader

Team or work group member. First-time project leader. Aspiring supervisor. Developing technical expert.

Leader of Teams or Projects

Team or work group leader. Project leader. New supervisor. Technical expert. Cross-functional liaison or direct support to principal.

Leader of Leaders

Office, division or large team leader. Program portfolio leader. Mid-level supervisor. Technical leader in the field. Cross-functional convener and leader.

Leader of Organizations

Executive and enterprise leader. Cross-sector, interagency and intra-agency convener. Strategic and organizational driver of change. Public-facing leader.

Want to learn more?

Visit the [Public Service Leadership Model](#) webpage to learn more about how individual leaders can apply the model and how agencies can use it as a standard for building and measuring overall leadership effectiveness.

Preparing to Lead

Recommended for Emerging Leaders



For early-career and experienced government professionals aspiring or new to supervisory roles
Open to State, Local and Federal Professionals (GS-7 to GS-11s)



QUICK DETAILS

Duration: Four months
Structure: Seven half-day sessions
Price: \$3,500 per person

Additional Course Information:

bit.ly/4qdbh07

Session topics:

- Becoming Self-Aware
- Engaging Others
- Achieving Results
- Leading Change
- Stewardship of Public Trust, Commitment to Public Good

VIRTUAL

Our Preparing to Lead program is designed for government employees who want to pursue a career in leadership at their agencies or departments. Participants will develop critical leadership skills to use throughout their career and practice strategies to become a more effective employee.

Through the Preparing to Lead program, enrollees will:

- Build self-awareness around their leadership style
- Learn how to influence at their level
- Develop leadership skills to contribute to their agency's success
- Understand how to build and utilize relationships to more effectively manage responsibilities
- Think strategically about their work and how to deliver results

Seeking training for other levels? Contact us at training@ourpublicservice.org.

Emerging HR Leaders Forum

Recommended for Emerging Leaders



For early-career HR employees who are currently team or work group members, first-time project leaders, aspiring supervisors or developing technical experts
Open to State, Local and Federal HR Professionals (GS-9 to GS-12s)



QUICK DETAILS

Duration: Six months

Structure: Six 2.5-hour sessions

Price: \$2,750 per person

Additional Course Information:

bit.ly/4fQRCjA

Session topics:

- The State of Government HR and Your Place in it
- Building Relationships
- Understanding and Tackling Problems
- Taking Initiative
- Building Partnerships
- Career Coaching and Celebration

VIRTUAL

The government HR workforce plays a critical role in bringing the most talented people into government and ensuring they have what they need to succeed. Agencies must invest in the next generation of HR employees to secure the strength of their workforce.

Seeking training for other levels? Contact us at training@ourpublicservice.org.

The Emerging HR Leaders program is a professional development opportunity for HR employees early in their government careers. Participants develop the foundational knowledge and the professional network necessary to navigate their HR careers and maximize their impact in government.

Throughout this six-month program, participants engage in professional development activities and learn from subject matter experts. The sessions emphasize conversation and application to ensure participants understand concepts fully and are capable of using the skills and knowledge they acquire.

“This was a fantastic program. A must have for any HR professional that wishes to advance to the next level.”

Former participant

Foundations in Public Service Leadership Program

Recommended for Leaders of Teams or Projects



For leaders of teams, new supervisors and technical experts who lead projects
Open to State, Local and Federal Leaders (GS-12 to GS-13s)



QUICK DETAILS

Duration: Five months

Structure: Nine half-day sessions

Price: \$4,500 per person

Additional Course Information:

bit.ly/4xuTODd

Session topics:

- Understanding Yourself
- Recognizing Your Impact
- Cultivating Your Team Culture
- Enhancing Your Team Norms
- Navigating the System
- Experiencing Change
- Creating Change
- Embracing Change
- Synthesis and Reflection

VIRTUAL

Seeking training for other levels? Contact us at

training@ourpublicservice.org

Mid-career professionals must innovate and collaborate to deliver results and ensure their teams achieve their missions. A strong leadership foundation is critical for assuming greater responsibility for leading others, managing complex projects and working across boundaries.

In addition to our interactive course content, this program includes:

- Executive coaching: You will be paired with an executive coach for two one-hour sessions. This is an opportunity to discuss your individual development based on results from your personal 360 leadership assessment and address your current workplace challenges.
- Accountability groups: You will workshop ideas and share best practices during class in small group discussions and in between sessions.
- Session pre-work: Prior to each session, you will read articles and watch videos related to the upcoming session.

“I enjoyed the Foundations in Public Service Leadership Program and learned a lot of information that I can incorporate in my day-to-day activities professionally and personally.”

Former participant

Leadership Excellence for Acquisition Professionals

Recommended for Leaders of Teams or Projects



For high-performing acquisition professionals with 3-5 years of experience in their field

Open to State, Local and Federal procurement and acquisition professionals (GS-12 to GS-14s)



QUICK DETAILS

Duration: Five months

Structure: Five 3-day sessions

Price: \$6,999 per person

Additional Course Information:

bit.ly/4wtbsq9

Session topics:

- Defining Your Leadership Style
- Developing High Performing Teams
- Championing a Culture of Change
- Results Driven Decision-Making
- Building a Strategic Mindset

VIRTUAL

Seeking training for other

levels? Contact us at

training@ourpublicservice.org

Acquisition professionals play a critical role in advancing government missions through strategic decision-making, collaboration, and leadership. This program strengthens the leadership skills needed to navigate complex challenges, build effective partnerships, and drive results by focusing on the four core tenets of the Partnership's Public Service Leadership Model: self-awareness, engaging others, leading change, and achieving results.

In addition to our interactive course content, this program includes:

- Leadership 360 assessment and a one-on-one executive coaching session: discuss individual development and address current workplace challenges.
- Peer coaching: Participants work in small coaching groups throughout the program to share experiences, provide feedback, and develop solutions to real workplace challenges.
- Experiential learning: Interactive workshops, facilitated discussions, and practical activities help participants apply leadership concepts to their day-to-day work.
- Session pre-work: Prior to each session, participants complete curated readings and videos that prepare them for meaningful discussion and hands-on learning.

Advanced Human Resources Leaders Program

Recommended for Leaders of Teams or Projects



For leaders of HR teams or projects and human resource professionals
Open to State, Local and Federal HR Professionals (GS-12 to GS-14s)



To address the unique responsibilities of HR professionals, the program is intentionally structured so that sessions are divided equally between individual improvement sessions that support their personal leadership development and organizational improvement sessions that foster agency growth. This balanced format ensures participants gain skills to enhance their personal effectiveness as leaders and apply them to drive organizational success.

In addition to our interactive course content, this program includes:

- Leadership 360 assessment and a one-on-one executive coaching session: discuss individual development and address current workplace challenges.
- Peer Workshops: Within their cohorts, participants brainstorm ideas and share best practices through in-class group coaching scenarios and breakout group discussions.
- Guest speakers: Participants hear from guest speakers who will provide real-world perspectives on identifying and solving public sector challenges.

QUICK DETAILS

Duration: Five months

Structure: Ten half-day sessions

Price: \$4,500 per person

Additional Course Information:

bit.ly/4xE55Bq

Session topics:

Driving Emotional Intelligence

- Defining Your Leadership Style
- Building Workforce Resilience

Developing High Performing Teams

- Leading Your HR Team
- Leading Organizational Engagement and Performance

Championing a Culture of Change

- Responding to Change
- Leading Change

Driving Organizational Performance

- Navigating Your Network
- Elevating Organizational Potential

Building a Strategic Mindset

- Strategic Thinking
- Strategic Planning for HR

VIRTUAL

Seeking training for other levels? Contact us at training@ourpublicservice.org.

Data Leadership in Public Service

Recommended for Leaders of Leaders



For leaders of leaders and high-performing, aspiring leaders of leaders
Open to State, Local and Federal Leaders (GS-12 to GS-15s)



The Data Leadership in Public Service program is designed to meet the growing need for data-ready leaders of government organizations.

As an experienced public servant, you know how to achieve your department's mission and get things done on behalf of the American public. This course will help you build on what you already do well to become a data-ready leader, making informed decisions, driving actionable insights and fostering a data-driven culture within your agency.

The Data Leadership in Public Service program:

- Provides you with data-strategy tools for leading effectively in government
- Empowers you to make impactful, data-driven decisions
- Offers opportunities for you to develop new relationships with other government leaders who share a passion for making government work better

As a Data Leadership in Public Service participant, you will:

- Learn to lead through data strategy and implementation
- Delve into ethical data considerations
- Build skills to communicate with data practitioners
- Build skills to understand data visualization
- Harness the power of data to drive results

QUICK DETAILS

Duration: Five weeks

Structure: Three half-day sessions

Price: \$975 per person

Additional Course Information:

bit.ly/4wjq8YH

Session topics:

- Data Mindset Foundation
- Strategic Data Application
- Data Communication

VIRTUAL

Seeking training for other levels? Contact us at training@ourpublicservice.org.

Two-Day Leadership Certificate Courses

Supervising in the Public Sector

Recommended for Supervisors and Leaders of Projects or Teams

This is a two-day intensive certificate program for new and seasoned supervisors and leaders in government. By the end of the program, participants will:

- Understand how emotional intelligence positively impacts and builds a more cohesive team.
- Gain skills in creating mutual accountability and giving feedback.
- Increase your confidence in managing conflict and having difficult conversations.
- Learn strategies for motivating employees through challenging times.

QUICK DETAILS

Duration: Two days

Price: \$999 per person

Additional Information:

bit.ly/4hXHugE

VIRTUAL OR IN PERSON

Adaptive Leadership: Effectively Leading Through Change

Recommended for All Public Service Employees

This is a two-day intensive certificate program for leaders of all levels. By the end of the program, participants will:

- Identify how change and uncertainty are impacting your individuals, teams, and/or organizations.
- Understand how change-management strategies can support your team.
- Evaluate how mindset and communication create change-ready cultures.

QUICK DETAILS

Duration: Two days

Price: \$995 per person

Additional Information:

bit.ly/4xGf1dH

VIRTUAL OR IN PERSON

Upon successful completion of Supervising in the Public Sector or Adaptive Leadership: Effectively Leading Through Change, participants receive a Certificate of Completion from the Public Service Leadership Institute and a shareable digital badge, perfect for adding to their LinkedIn profile or resume.



Tailored Agency Cohorts

These programs can also be delivered to groups within a given agency, with content tailored towards the specific challenges, culture and mission of your locality, department or office. Agency cohorts can be delivered virtually or in person at our office in Washington, D.C. or your location, and we will partner with you to select dates. A cohort of up to 30 participants is priced at \$20,000. For more information, contact us at training@ourpublicservice.org.

Excellence in Government Fellows Program

Recommended for Leaders of Leaders



For federal leaders of leaders (GS-14 to GS-15s)



Agencies face constantly evolving challenges. To meet these challenges, federal leaders need a professional development program that provides them with fundamental leadership principles and practical, up-to-date leadership tools. Designed specifically for the federal workplace, EIG is an immersive program that places fellows in cohorts to enable new networking and learning opportunities with government leaders.

Program Structure

- Cohort-based learning: Fellows are placed in cohorts of 25-30 government leaders led by an experienced executive coach.
- In-person or virtual sessions: EIG consists of six, multi-day sessions spread across the year. Each session is three to four days, providing fellows with an immersive experience that leaves time to digest program content and build lasting relationships. Multi-week breaks between sessions enable fellows to reflect on program content, apply lessons on the job and identify real-life challenges to workshop in the future.
- Virtual check-ins: Between sessions, EIG offers virtual check-ins so that fellows can continue to learn, discuss their progress and stay connected.
- Two one-on-one coaching sessions: Fellows receive two individual, one-hour sessions with their executive coach. During this time, fellows use a 360 leadership assessment tool to delve deeper into their leadership development needs.

QUICK DETAILS

Duration: 11 months

Structure: Six multi-day sessions

Price: \$12,900 per person

Additional Course Information:

bit.ly/4bEg9pG

Session topics:

- Kickoff: Values, Vision and Mission
- Leading People
- Strategic Systems Leadership
- Building Partnerships and Coalitions
- Navigating Change
- Synthesis and Celebration

VIRTUAL OR IN PERSON

Seeking training for other levels? Contact us at

training@ourpublicservice.org.

In addition to one-on-one coaching and a Public Service Leadership 360 assessment, EIG offers:



Coursework

EIG uses various learning tools—including simulations and case studies, facilitated discussions, readings and videos, leadership assessments, and hands-on activities—to achieve each session’s learning objectives. To ensure the program offers the highest quality experience, we continually refresh our educational materials. Our lessons reflect the latest knowledge and best practices, and our case studies examine how federal employees confront modern challenges. We use evaluation tools throughout the program to measure learning and adapt the program to fellows’ needs.



Benchmarks

EIG uses the term “benchmarks” to refer to guest speakers, site visits, and service projects that enable participants to connect classroom lessons to real-world situations. These experiences offer a behind-the-scenes look at innovative leaders and organizations from the public, private, nonprofit, and academic sectors. By engaging with these leaders directly, EIG fellows make new connections and witness leadership in action. Previous site visits have included the National Archives, Microsoft, Lincoln’s Cottage, the Capital Area Food Bank, and the NASA Goddard Space Flight Center.



Impact Projects

EIG fellows apply their learning to create a results-driven, action-learning project that aims to tackle a complex issue facing our country. Fellows work with program coaches to see projects through from start to finish. Key tasks include defining outcomes, finding sponsors, building buy-in and creating deliverables. Previous fellows have developed strategies and initiatives to streamline drug approvals, strengthen cross-agency collaboration during food recalls and national disasters, and improve recruiting for mission-critical occupations.



Coaching and Mentoring

Coaching and feedback are a critical element of leadership development. That is why fellows receive targeted, individualized support from our team of executive coaches, including two hours of one-on-one executive coaching sessions. EIG participants also connect with a network of EIG alumni and engage in crucial peer mentoring with fellow government leaders.



Networking

Throughout the program, EIG fellows participate in cohort and cross-cohort activities, and program-wide networking events to build relationships with peers across government. By joining a community of leaders from different agencies, fellows gain ongoing learning and professional development opportunities that continue after graduation. These activities and opportunities support individual leaders in their career journeys and help federal agencies work together more effectively.

“The Excellence in Government Fellows program was an incredible experience. It helped me become a more effective leader, capable of driving change in my organization. I have mentored new participants because I want to stay involved with the program and the people working to change government from within.”

Former participant

AI Government Leadership Program

Recommended for Leaders of Leaders



For senior-level public servants and executives who want to guide their organizations' AI strategy. Applicants from a range of positions are encouraged to apply, and technical AI knowledge is not necessary for acceptance to the program.

Open to State, Local and Federal Senior Executive Leaders (GS-15s and SES/SES Equivalents)



Artificial intelligence has the potential to improve how government works—more so than any other recent technological innovation. From increasing effectiveness and efficiency to finding data insights that enhance the customer experience, the importance of AI in government is critical. For government leaders to capitalize on these benefits, they must learn how to use AI effectively.

We deliver the AI Government Leadership Program to cohorts of leaders across government who are ready to guide their agencies' AI strategy. This program is designed to:

- Educate agency decision-makers on the opportunities around AI
- Highlight best practices for promoting and developing AI solutions
- Prepare leaders to incorporate AI technology into their strategies and equip their workforce to effectively and responsibly use AI

Program components include networking, spotlight speakers, pre-work and resources, and an applied use case project. The applied use case allows participants to apply their learning to real-world business challenges at their agencies and develop an actionable roadmap for leading change via an AI solution.



Bring the AI Government Leadership Program to your agency. The program is available on a fee-for-service basis for agencies with a full cohort.

QUICK DETAILS

Duration: Four months

Structure: Six half-day sessions

Price: Free for participants attending cross-government cohorts

Additional Course Information:

bit.ly/4wGZNUZ

Session topics:

- AI Leadership Fundamentals
- Designing AI Strategy
- Fostering an AI-Ready Culture
- Establishing AI Governance
- Responsibly Leading AI
- The Future of AI in Government

VIRTUAL OR IN PERSON

Seeking training for other levels? Contact us at

training@ourpublicservice.org



Government Solutions

Driving Public Impact through Strategy, Leadership and Talent



For 25 years, the Partnership for Public Service has worked extensively with the public sector to identify opportunities for improvement, develop leaders to meet the challenges of the 21st century and deliver innovative solutions that drive results for the public. As a nonpartisan, nonprofit organization dedicated to building a better government and a stronger democracy, we are uniquely mission-driven in our commitment to strengthening government.

Our programming includes integrated solutions for federal, state and local governments:

Leadership Development Organizational Effectiveness HR Capabilities and Talent Solutions



Leadership Development

Strong government performance requires strong leaders. Our tailored leadership development solutions equip agencies to strengthen leaders at every level. Our leadership programs are designed around our proprietary Public Service Leadership Model, which sets the standard for effective government leadership.

- **Comprehensive Solutions:** End-to-end process that results in robust leadership development initiatives with tangible impact.
- **Group Training:** Ready-to-deliver sessions—ranging from 90 minutes to 1-2 days—and multi-session cohort-based programs for groups. We also offer coaching paired with the Public Service Leadership 360 and other assessments.
- **Team Effectiveness:** Retreats, assessment workshops and team coaching designed to create space to improve alignment, strengthen strategic focus or enhance collaboration.



Organizational Effectiveness

Our solutions align strategy, structure and shared processes to improve collaboration, workflows and decision-making. These offerings include:

- **Organizational Assessments:** Gather employee and customer insights and recommendations for improving organizational impact.
- **Employee Engagement and Performance:** Identify and address the challenges impacting employee engagement, retention and performance.
- **Strategic Planning and Implementation:** Ensure strategy reflects organizational needs and includes a clear path forward.
- **Change Management:** Create structured transition strategies to enable and sustain new ways of working.



HR Capabilities and Talent Solutions

Our solutions ensure public sector organizations have the right people with the right skills in the right roles. By strengthening workforce capabilities and modernizing talent frameworks, our programming improves mission connection and enhances service delivery through:

- **Workforce Development:** Integrate tools, processes and frameworks that support talent development across the employee lifecycle.
- **Performance Management:** Design and implement frameworks and practices that reinforce accountability, continuous development and mission outcomes.
- **Strategic Talent Acquisition:** Develop strategies and programs to help government attract, hire and develop the next generation of public servants.



Comprehensive Leadership Development Programs

Whether you're supporting new supervisors, helping executives navigate role transitions, preparing emerging leaders for their next career step, guiding teams through strategic shifts, or upskilling large employee populations, we deliver customized learning experiences designed for impact.

Our programs are tailored to each agency's unique operating environment, priorities and desired outcomes. Learning experiences can include a combination of individual coaching, peer learning, assessments, facilitated workshops, experiential activities, and targeted content delivery.

Through our proven approach, we develop strong pipelines of leaders equipped to lead effectively, engage and empower others, drive organizational performance and advance mission success.

Individual Components

One-on-One Coaching

- One-on-one coaching from a certified coach supports leaders who operate in an environment of constant change. Coaches guide leaders to reflect on their leadership management styles, understand how to communicate more effectively with their teams, and work more constructively with internal and external stakeholders.

360 Leadership Assessment

- The Partnership's Public Service Leadership 360 assessment helps leaders keep a pulse on the skills and competencies required to lead in government.

The assessment is based on values such as stewardship and commitment to mission and emphasizes practical competencies, enabling leaders to evaluate their performance, assess progress and chart a course for self-improvement.

Mentoring

- Mentoring pairs leaders with a current or former government leader who provides perspectives to help address challenges and support personal and professional development.

Group Components

Workshops

- Agency-specific content helps leaders gain operational knowledge required to succeed in their roles and build a network of colleagues across their department.

Specialized workshops may include topics such as working with political bodies or the media; succession planning; leadership transitions; and executive competencies.

Group Coaching

- Coach-led facilitated discussions are an opportunity for leaders to work through difficult problems with their peers while under the guidance of a coach.

Action-Learning Projects

- Executives tackle high-profile, agencywide assignments addressing real challenges and further develop critical skills and relationships.

Benchmarking

- Convenings with public, private and nonprofit sector leaders to inspire program participants to apply leading management principles in their jobs.

Simulations

- Agency-specific exercises designed to simulate a relevant crisis or scenario that requires cross-department collaboration and executive problem-solving acumen.

PROGRAM SPOTLIGHT

Developing Leaders Across DOL

For seven years, the Partnership worked with leaders across the U.S. Department of Labor to strengthen leadership at every level of the organization. Through executive onboarding, supervisor training, leadership development programs, and targeted support for employee engagement and team effectiveness, DOL improved its Best Places to Work in the Federal Government® score by more than 10 points and was twice named the Most Improved Agency.

"I've implemented numerous new strategies corresponding to resilience, time management [and] strategic thinking. I've also changed some personal habits to better manage the work week."

— Executive Development @ Labor Participant



Leadership Coaching

Partnership for Public Service coaches understand that leaders in government operate in an environment of constant change. Whether it is leadership turnover or crises that impact the health and safety of the public and require leaders to quickly pivot, leaders are routinely asked to be adaptable and lead others through uncertainty. To be effective, they need time for self-reflection and growth. Coaching offers a space for leaders—individually or in groups—to explore, experiment, reflect and take stock of where they can capitalize on strengths and identify opportunities for development that are unique to their journey.

We offer three types of coaching, provided as stand-alone services or integrated into a broader program or initiative.

One-on-one coaching

Our certified executive coaches guide leaders to reflect on their leadership management and communication styles to work more effectively with their teams and stakeholders. Our coaches provide leaders with new perspectives about their strengths, areas of passion and vulnerability, and opportunities for growth. We offer a supportive environment to explore what is and is not working, and what leaders want to do differently. Individual coaching comes in packages of 4, 6, and 9 hours, with the option of our 360 assessment and/or a self-assessment.

Group coaching

Group coaching is an effective strategy when peer leaders face similar circumstances, such as being new to the role or team, implementing new policies or designing initiatives. Coach-facilitated discussions allow members to openly share observations, offer challenges, and hold one another accountable for action on real-time issues and opportunities. Participants drive discussion content to ensure sessions have immediate, direct application to their work. Focus areas might include building teams and engaging employees who are in different locations; resolving conflict; standardizing communication tools and processes; working outside of silos; remaining flexible to a change in administration; and launching enterprise-wide initiatives.

Team coaching

Team coaching helps teams collaborate to achieve goals. Teams often struggle to make progress when discussing contentious issues, making decisions, solving problems, executing projects or transitioning through organizational change. Coaches guide members to take ownership of how they work together and support them in making improvements. They observe team meetings to identify real-time learning and application. They also offer guidance on team dynamics and their impact on the team's ability to collaborate, share information and implement ideas. Team members are encouraged to take ownership of how they work together.



Public Service Leadership 360 Assessment

The Public Service Leadership 360 assessment, developed by the Partnership, has been used by thousands of government leaders. It differs from other 360s in that it does not simply assess technical skills or specific competencies. Rather, it is based on current research and feedback about the skills government leaders need to thrive in the public sector. It is built around our Public Service Leadership Model, assessing values such as stewardship of public trust and commitment to public good, as well as practical competencies such as becoming self-aware, engaging others, leading change and achieving results. The 360 can be purchased as a standalone offering with a 90-minute debrief or in conjunction with one-on-one coaching or a larger program.



Senior Leadership Retreats

Charting the Future: Leadership Retreats for a High-Impact Organization

The Partnership for Public Service supports senior leadership teams through every phase of their tenure—whether it's a new administration or recently formed team, a team looking to reset or a leadership team looking to optimize their remaining time and leave a lasting impact.

Partnership Experience: For more than two decades, the Partnership has delivered retreats for some of the nation's most senior government leaders at the federal and state levels—including Cabinet secretaries, commissioners, and executive leadership teams—to facilitate strategic retreats during periods of significant change and opportunity. Our Cabinet-level partners have included the U.S. Department of Health and Human Services, the U.S. Department of Transportation, and state governments in Virginia, Maryland and Wisconsin.

Partnership-led retreats are designed around the challenges, opportunities and dynamics of each leadership team. Leaders leave these retreats with a shared understanding of the strategic vision, clarity on one another's roles, alignment on short-term and long-term priorities and a renewed commitment to serving the public good.



Our Approach

A typical retreat consists of a one or two day in-person convening, with vital planning steps and follow up. The ideal planning period is eight weeks. The Partnership will work continuously with leadership throughout this process.



Establishing Goals

To start our collaboration, the Partnership will meet with leadership to better understand the culture, current state of the team and leaders' desired outcomes for the retreat. Learning about team dynamics, challenges and goals informs the design of the retreat. We will work closely to set appropriate goals and objectives that can be communicated to participants.



Topics

Topics may include a subset of the following and/or other areas of focus:

- Aligning around values, vision, mission and strategic direction.
- Identifying team norms and approaches to improve communication and collaboration.
- Establishing short- and long-term priorities and agreeing to concrete actions for achieving them.
- Strengthening the management framework to clarify roles, responsibilities and decision-making to create shared accountability.
- Navigating transition at an individual and organizational level.



Pre-work

The Partnership recommends conducting a brief survey for all participants to gather diverse perspectives. Where possible, we also recommend conducting 30-minute one-on-one interviews with key participants to gather more detailed information. We will then meet with designees to brief them on the findings. Themes are shared with the group while respecting confidentiality.



Evaluation and Debrief

The Partnership will share evaluation results and themes that emerged from the retreat and strategies for building upon the commitments during the retreat. The Partnership will also deliver a report that captures the outputs from the retreat and our recommendations to sustain progress.



Optional Ongoing Support

The Partnership recommends a series of follow-up activities for highest impact, including ongoing touchpoints to sustain momentum and accountability and individual and team coaching.



Off the Shelf Offerings: Seminars

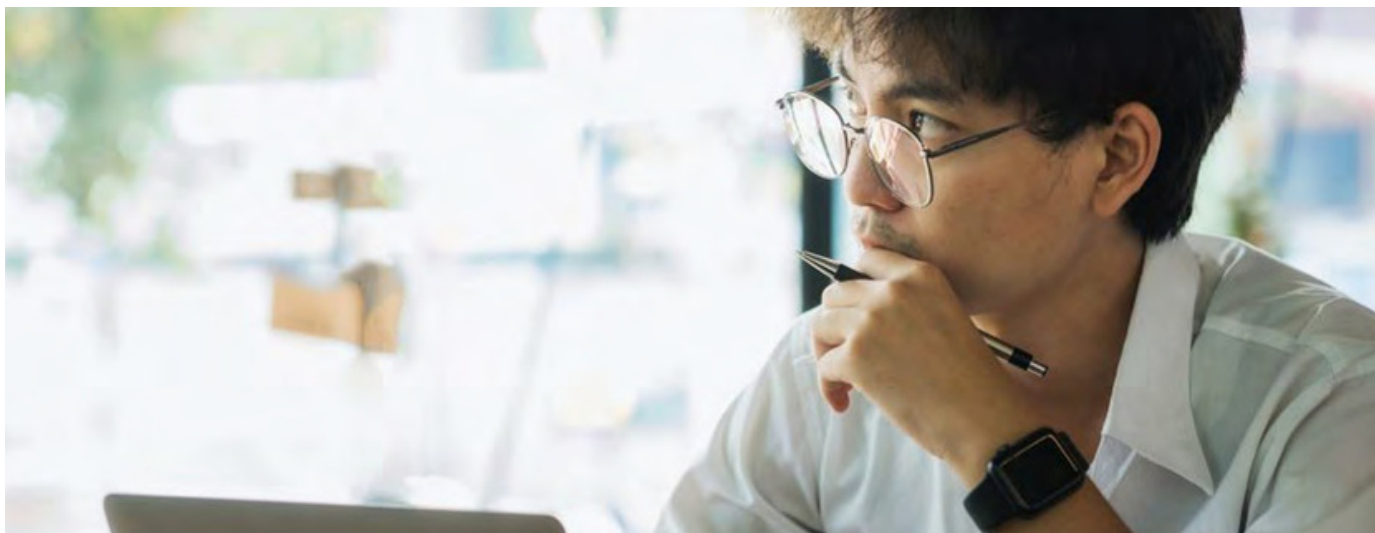
Choose any of our one- or two-day seminars to help your employees develop the competencies in our Public Service Leadership Model. The Partnership can tailor these standard training sessions to meet your agency's requirements. Most seminars are available for virtual, in-person or hybrid delivery. The maximum number of participants depends on type of delivery (virtual, hybrid or in person) and seminar topic. See page 11 for our Supervising in the Public Sector and Adaptive Leadership: Effectively Leading Through Change 2-day sessions that can be delivered as seminars to cohorts.

For Leaders and Staff	# Days	Price
Building Resilience Examine the concepts of resilience and growth mindset, and how they enable staff to cope with change and setbacks. Understand how to build a culture of support to increase team resilience.	1	\$10,000
Crucial Conversations Cultivate active listening skills, practice effective communication, and learn how to manage emotions to build better relationships and to create better outcomes for oneself, for others in the organization and for the organization itself.	2	\$20,000 + Cost of Crucial Conversations Tool Kits
Raising Your Emotional Intelligence Turn self-awareness into more effective actions and apply emotional intelligence principles to enable stronger team performance. Strengthen the ability to handle stress productively and understand the impact of diminished EQ.	1	\$10,000
For Leaders of Teams and Projects	# Days	Price
Driving Innovation Understand how innovation works in the government 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; and apply assessment and measurement approaches to your innovation efforts.	2	\$20,000
Leading Hybrid or Dispersed Teams Create a shared understanding of how the dispersed work environment affects the employee experience, and explore strategies to manage challenges and implement best practices to successfully lead in this environment.	1	\$10,000
Managing Change 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.	1	\$10,000
Strengthening Performance through Accountability Set high standards for employees and direction for achieving their goals with a plan of action for setting clear expectations, addressing performance and recognizing achievement.	1	\$10,000
For Emerging Leaders	# Days	Price
Leading From Your Level Improve relationships through self-awareness and emotional intelligence; lead through stronger communication; learn how to navigate your agency; become empowered to manage your career; and develop a stronger relationship with your manager.	2	\$20,000

Expenses will be added for in-person delivery outside of the Washington, D.C. area, Partnership space and for catering.



Off the Shelf Offerings: Live Workshops



Virtual Leadership Toolkits

Each of our toolkits includes a series of 90-minute live webinars for groups of up to 40 designed to enhance their management fundamentals, leadership skills and workplace strengths. Each toolkit is \$16,000.

Leading People

- Values-Based Leadership
- Building Trust
- Having Difficult Conversations
- Active and Curious Listening
- Creating a Healthy Office Culture

Management Fundamentals

- Adapting Your Leadership Approach
- Effective Collaboration Across Locations
- Delegating Effectively
- Time Management
- Developing an Innovative Mindset

Webinar Series

90-minute webinars (live sessions for groups up to 40), available as a series. Individual webinars are \$3,500 each or 3 for \$10,000.

Webinar Topics

- Active and Curious Listening
- Adapting Your Leadership Approach
- Applying Foresight
- Building Coalitions
- Building Trust
- Creating a Healthy Office Culture
- Delegating Effectively
- Developing an Innovative Mindset
- Effective Feedback and Accountability
- Effective Collaboration Across Locations
- Having Difficult Conversations
- Mastering Your Next Presentation
- Mentoring Best Practices
- Mindfulness
- Navigating Uncertainty
- Time Management
- Values-Based Leadership



Off the Shelf Offerings: Virtual Assessment Workshops

Assessment-based virtual workshops run 3.5 hours. They accommodate up to 40 participants and cost \$6,000 plus the expense of assessments. We offer the following assessments:

RECOMMENDED FOR TEAMS

Discovering Your Leadership Style with DiSC®

Through the DiSC assessment participants will learn how their individual style shows up in their roles, and obtain a common language to understand themselves and their colleagues.

Objectives:

- Discover how DiSC styles affect one's workplace communication and relationships.
- Learn your advantages and challenges of working with each DiSC Style.
- Create an action plan to overcome challenges when working with people of different DiSC styles.

Developing a Strengths-Based Approach using CliftonStrengths®

Through the use of the CliftonStrengths assessment, participants will learn to appreciate their natural strengths and the strengths of others to lead dynamic teams.

Objectives:

- Recognize individual talents by identifying your areas of top performance.
- Appreciate your unique contributions and the contributions of the team.
- Invest in your talents to lead with your natural strengths.

Engaging in Productive Conflict with the Thomas- Kilmann Conflict Mode Instrument (TKI®)

Participants will understand individual and team response to conflict through TKI.

Objectives:

- Explain the five conflict-handling modes of the TKI model.
- Determine how your conflict styles assessment results show up in your leadership presence.
- Develop skills to assess conflict situations and select appropriate strategies for handling them.

Understanding Ourselves and Our Colleagues using Myers-Briggs Type Indicator (MBTI®)

Participants will use the MBTI personality assessment to understand their own preferences and the preferences of others.

Objectives:

- Reflect on your individual style.
- Learn about the styles of others on your team.
- Develop strategies to work more collaboratively.

Cultivating Relationships through the Strength Deployment Inventory (SDI®)

Through SDI, participants will understand what motivates them, how their motivations impact behavior, how they manage conflict and how this all impacts the way we relate to each other. They will gain a common language for understanding what is important to themselves and others. They will also learn approaches to communicate with and influence their colleagues to strengthen relationships and drive results.

Objectives:

- Increase your knowledge of yourself and others to build more productive, sustainable relationships.
- Explore team dynamics and strategies to improve communication for better performance.
- Learn to manage and deploy your strengths.
- Learn to anticipate and manage conflict that arises from miscommunication and lack of communication.



eLearning

Recommended for all public service leaders, HR professionals and employees in state, local and federal government.

Public servants face different challenges than those in the private-sector—working across changing administrations, balancing mission and policy priorities, and leading in an environment that requires building trust with both colleagues and the public. Choose from our self-paced eLearning modules to boost your skills in several leadership and human capital subjects critical for public servants. All our eLearning offerings are self-paced.



LEARN MORE

bit.ly/4wW9dwl

Leading with Your Values



Duration: Approximately 1 hour

Cost: \$79 per person

- Understand the connection between values and leadership
- Identify which values are most important to you
- Explore strategies to make your values a transparent part of your leadership practice

Managing Change in the Moment



Duration: Approximately 100 minutes

Cost: \$195 per person

- Identify how change is affecting you and your team
- Support others through change using neuro-leadership techniques
- Communicate in ways that promote engagement from colleagues

Holding Yourself and Others Accountable



Duration: Approximately 1 hour

Cost: \$195 per person

- Identify how to hold your team members accountable to achieving your organization's mission
- Establish team norms for committing to requests and providing feedback when expectations are not met

Effective Practices for Intern Recruitment, Onboarding and Development



Duration: Approximately 3 hours

Cost: \$585 per person

- Build a recruitment strategy and partner effectively with universities
- Onboard interns to set them up for success
- Equip supervisors to support and develop interns effectively
- Create meaningful, engaging programming that builds skills and community

From Strategy to Action: Unlocking Employee Engagement in the Public Sector



Duration: Approximately 1.5-3.5 hours | Cost: \$585 per person

- Identify and deploy the most relevant data collection methods to understand employee engagement challenges facing your organization
- Prioritize solutions that will enable you to achieve your desired employee engagement outcomes
- Manage stakeholders to execute employee engagement solutions
- Improve internal communications to increase employee engagement



Employee Engagement and Performance Services

Employee engagement is more than just a workforce concern; it plays a crucial role in an agency's ability to achieve its mission and effectively serve the public. Agencies with engaged employees are better positioned to retain top talent, foster innovation, strengthen customer service and achieve strategic objectives.

Through more than 20 years of producing the Best Places to Work in the Federal Government® rankings, the Partnership for Public Service has helped leaders understand the critical connection between workplace culture and organizational performance by measuring employee engagement, benchmarking results and identifying the management practices that drive success. That experience directly informs our employee engagement services, which help agencies move beyond data collection to meaningful action. Our team creates tailored approaches to meet the unique needs of each agency, and key services include the following:



Staff Survey Development

Our team gathers employee insights through our proprietary Public Service Viewpoint Survey that diagnoses cultural challenges and recommendations for improvement. Questions focus on the key deficits that impact morale and organizational performance and can be adjusted as needed. Our support includes developing a communication plan to recruit participants to complete the survey, analyzing the results, and presenting our findings in a compact dashboard to leadership and staff. Through our Best Places to Work rankings, we have historic benchmark data that can support your team in determining priority areas for addressing feedback.



Leadership and Employee Focus Groups and Pulse Surveys

To understand the root causes and recommendations behind the data, our team delivers focus groups and pulse surveys that provide actionable qualitative guidance for improving internal operations and organizational culture. These discussions provide valuable context and recommendations that supplement staff survey initiatives. We recruit participants, develop questions with your team, facilitate discussions, prepare a summary report and debrief leadership and staff on key findings.



Action Planning Workshops and Development

Our Employee Engagement Action Planning Workshop supports government entities in effectively developing employee engagement action plans that address the core challenges shared through staff feedback mechanisms. Throughout the workshop, leaders, supervisors and employees use staff survey data to identify and understand employee engagement priorities they plan to address throughout the year. During the workshop, teams accomplish the following:

- Agree on priority areas
- Set measurable outcomes for an organization-wide engagement action plan
- Decide on key actions to address the engagement priority areas
- Commit to clear roles for implementing their action plans

The Partnership's staff also capture team commitments and follow-up with leaders to help finalize action plans so internal teams can begin implementing strategies immediately.



Implementation Support

Understanding the data and building action plans are only the first steps. Agencies must establish a strong infrastructure to implement and sustain their plans. Our services include developing communications plans and accountability processes to ensure staff are aware of your priority areas and the impact of your initiatives. Our team also has extensive experience developing and enacting human capital solutions that your agency may want to pursue as part of your action plans.

We also help build cohorts of employees called Engagement Ambassadors to carry out your engagement strategy over the long term. These individuals are essential for ensuring that each team implements their action plans and manages change in a way that guarantees sustainable success long after our services end.



Talent Acquisition

As employment opportunities become more flexible, our government is facing an increasingly difficult battle recruiting and retaining top talent. The Partnership has deep expertise in sourcing, recruiting and branding to expand your agency's reach into a dynamic labor market.



Strategic Sourcing and Recruitment

Our experts help you think strategically about sourcing and recruiting talent to ensure your outreach is more effective than simply posting a vacancy. We design strategic recruitment plans that serve as both recruitment guides and project management templates to help you proactively identify resources, schedule events and align efforts across functions. Through our Call to Serve network—the only national system that collaborates with both government agencies and over 1,000 institutions of higher education to bring young people into public service—and our GoGovernment website, we work with you to promote government service and recruit the next generation of government employees. We offer one-day working sessions for recruiters, human capital professionals and other hiring stakeholders.



Improving Internal Collaboration

We design in-person and virtual custom workshops to improve internal collaboration between key stakeholder groups, such as HR and hiring managers. Sessions focus on building relationships, better understanding roles and responsibilities, and optimizing collaboration and strong outcomes.

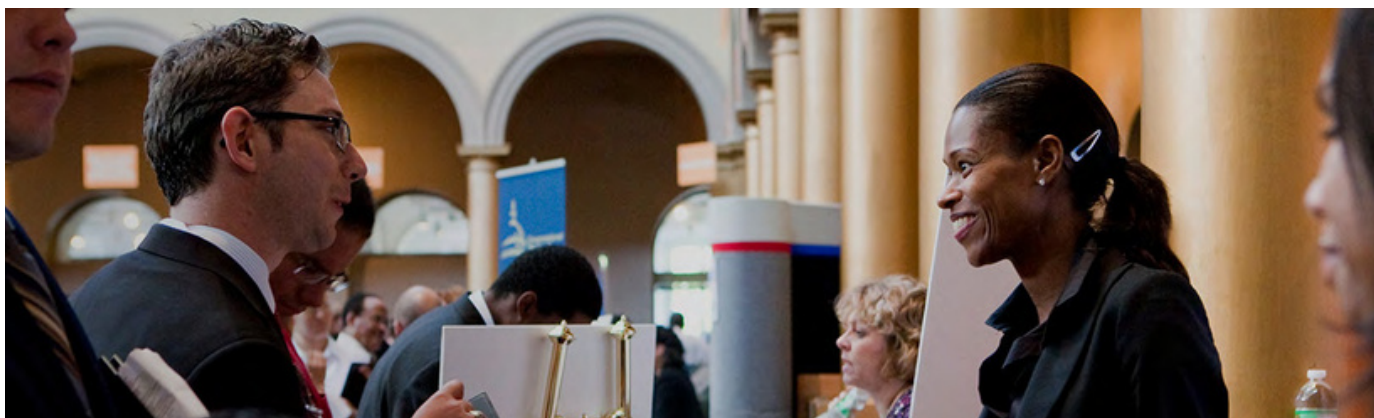


Onboarding New Talent

The Society for Human Resource Management states that nearly 90% of employees decide whether to stay with their new employer within their first six months. Building a strong onboarding program is critical to your talent retention efforts. Our process is highly collaborative, and our team will work across your organization to co-develop and co-facilitate content.

At the onset of the work, the Partnership will hold a series of focus groups to understand the current state of your onboarding program and solicit feedback from recently hired employees about knowledge gaps. We will then use our decades of experience in instructional design and facilitation to develop, manage and pilot the program.

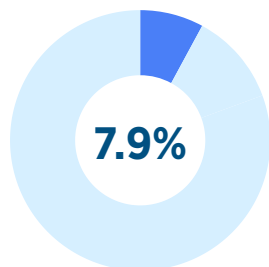
Typical programming includes four sessions dedicated to helping your employees connect to the mission of the organization, build effective cross-organizational relationships, learn essential information to comply with your organization's policies and gain important job-related information. The program can also include two cohort community building sessions and an optional mentoring program.





Future Leaders in Public Service Internship Program

Our nation's current and future challenges make it imperative that government identify, recruit and retain the next generation of public servants.



Just 7.9% of the federal workforce is under the age of 30. By contrast, employees under 30 made up 19.4% of the U.S. labor force in 2025.

The Partnership for Public Service manages the Future Leaders in Public Service Internship Program to bring young talent—undergraduate, graduate and professional students from across disciplines—into the government workforce as paid interns.

With an aging public sector workforce and need to recruit the next generation, federal, state and local government agencies can help meet this need by partnering with us on our paid internship program. You will strengthen talent pipelines and fill critical talent needs while providing students with valuable work experience, an expanded professional network, and a better understanding of the importance and impact of public service.

The Partnership has robust recruitment capabilities and direct connections to over 1,800 career advisors across the country. Over 97% of our Future Leaders participants indicated that they are “likely” or “extremely likely” to pursue a career in government.



Custom Internship Programs

We design and manage custom agency internship programs that introduce students and recent graduates to government and help agencies meet critical talent needs. We source and recruit the talent for your program, identify and onboard high-quality interns, and monitor their experiences. We also provide professional development and networking opportunities to maximize interns' impact and experience.

FUTURE LEADERS PROGRAM DETAILS

Our program is offered year-round, with fall, spring and summer cycles.

Your agency can offer part-time and full-time opportunities, as well as both remote and in person internships.

Each internship is 10-12 weeks and provides a stipend to the student.

The Partnership provides professional development sessions, including orientation and networking events throughout the program term.

Our program offers seven career tracks:

- Public Administration (Finance, HR, Management)
- Science, Mathematics and Engineering
- Government Contracting & Acquisition
- Liberal Arts
- Public Interest Technology and AI
- Data Science
- Integrated Prevention



Intern and Early-Career Talent Programming

The Partnership supports interns, early-career talent and their supervisors, and HR professionals with professional development and other training services.

Professional Development for Interns (For agencies that recruit independently.):

Professional development opportunities through our Future Leaders program.

STANDARD OFFERING

Audience: Cohort up to 50 interns

Price: \$14,000 for the four-session series

Structure: Four 90-minute sessions with Future Leaders interns from various agencies

Topics: Introduction to government hiring; resume workshop; networking with government employees; and more

TAILORED OFFERING

Audience: Cohort up to 50 interns

Price: \$20,000 for the four-session series; \$5,000 for each elective session

Structure: Four 2-hour sessions with the option to add two-hour elective sessions

Topics: Making the most of your internship experience; goal setting and success; navigating government hiring; networking with government employees; building your public service career

Elective topics: Intern orientation; resume workshop; public service career panel

Attendance is virtual; in-person programming costs will vary based on travel requirements. Additional cost for more than 50 interns.

Professional Development for Early-Career Staff:

Builds community and reinforces commitment to mission and public service.

WASHINGTON, DC LEADERSHIP WEEK

Audience: Cohort of up to 30 full-time early-career staff

Price: Determined based on agency requirements

Structure: Week-long experiential leadership development program

Program: Classroom training, peer workshops and visits to iconic Washington, D.C., destinations to connect content with real-world situations.

Training for Intern Supervisors and HR Professionals:

Training for supervisors and HR teams to support early-career employees.

INTERN SUPERVISOR TRAINING

Audience: Cohort up to 30 intern supervisors

Price: \$10,000

Structure: Half-day | Virtual

Topics: Providing interns with clear objectives and a well-planned onboarding and training plan; defining the supervisory structure; establishing norms for communication; professional development and mentoring best practices; managing performance

WORKING WITH EARLY-CAREER TALENT

Audience: Cohort up to 30 intern or early-career talent supervisors

Price: \$10,000

Structure: Half-day

Topics: Onboarding, orientation and community building; professional development; mentorship; performance management

Recruitment Services:

Strategic recruitment planning for early-career talent pipeline.

Audience: Cohort of up to 30 recruiters, human capital professionals and other hiring stakeholders

Price: \$15,000

Structure: One-day | Virtual

Session Objective: Create a strategic recruitment plan and project management template that enables your agency to proactively identify resources, schedule events and align efforts across hiring functions. Learn best practices in sourcing and recruiting early-career talent with effective outreach that goes beyond simply posting the job announcement.

In-person programming costs will vary based on travel requirements.

Contact Us

For more information or to inquire about our training opportunities, visit ourpublicservice.org or email training@ourpublicservice.org.



PARTNERSHIP FOR PUBLIC SERVICE

Better government. Stronger democracy.



@partnershipforpublicservice



@rpublicservice



@PartnershipforPublicService



@Partnership for Public Service



@ourpublicservice.bsky.social

COURSES

