

Leadership Development Programs

Management Concepts' leadership development philosophy centers around the idea that leaders whom others want to follow emerge from a process that includes self-exploration, learning how to connect with and engage others, and developing a strategic mindset that brings people and processes together to achieve organizational goals. To develop leaders that are self-aware, prepared to lead others effectively, and have actively pursued organizational leadership skill building, our instructors embody and facilitate learning experiences that integrate the following tenets:

Development begins within.

We believe strong leaders are self-aware and consciously seek to build leadership skills that draw on their strengths while maintaining an awareness of their development areas.

Create connections and stay

nimble. Work happens collaboratively and continual change is a day-to-day reality of many organizations. As a result, effective leaders are adept at developing and fostering relationships across roles and levels, and able to flex to meet changing needs.

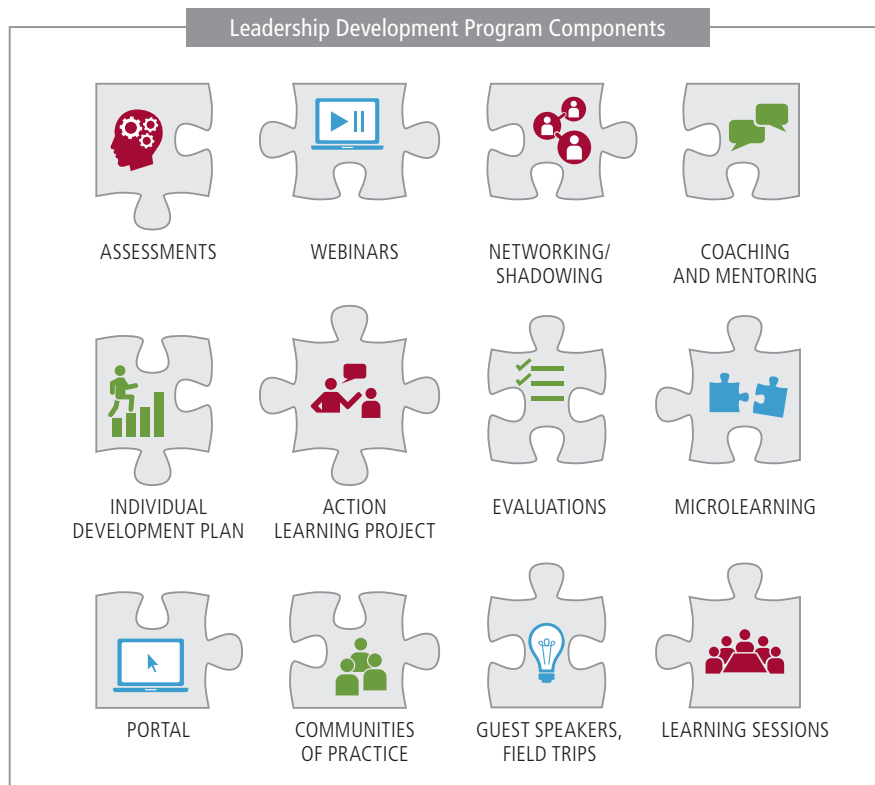
Think critically and strategically.

Leaders are called on to solve complex issues. We believe the best leaders can untangle complexity and approach business problems from a perspective that balances people, process, and business objectives.

Be a force of energy.

When change is continual and business problems are nebulous, it's easy to lose perspective. Leadership, at its core, is the ability to help others regain focus and commitment to accomplish more than what seems possible.

Our leadership development programs routinely integrate classroom and technology-based learning opportunities with self-study, continuous learning activities, 360-degree and behavioral self-assessments, webinars, capstone learning events, and executive coaching. We will provide a cohesive, experiential solution that integrates education, experience, feedback, and coaching. These elements compliment and extend the participants' learning beyond the facilitated classroom sessions so they can immediately apply their learning on the job.





Administration of Children and Families (ACF)

Aspiring Leaders (GS 7-12) (4-month program)

Developing a cadre of future leaders to successfully lead and engage others in the mission and goals of ACF

Management Concepts developed and implemented the **ACF Leaders Development Program**. The program is open to all GS-7 to GS-12 employees within ACF headquarters and the 10 regional offices. This program features:

- Leadership learning sessions aligned with the OPM leadership competencies, featuring the Management Concepts extensive library of off-the-shelf courses
- Six days of on-site, instructor-led training interspersed with asynchronous training
- Online community-based learning
- 360-degree assessment
- 30-day developmental assignments
- Coaching, mentoring and shadowing



National Oceanic and Atmospheric Administration (NOAA)

Supervisor/Front Line Manager (GS 12 - 13) (1-week program)

Enable new supervisors to develop leadership and workforce management successfully transition from technical contributor to supervisor

Management Concepts partnered with NOAA to develop and deliver the **Management Skills for New Supervisors Program** to all supervisors. The program has been delivered to 15 cohorts and includes:

- 40-hours of on-site, instructor-led learning sessions built from Management Concepts extensive library of off-the-shelf courses
- NOAA Subject Matter Expert presentations integrated into the agenda providing NOAA or government-specific policies and performance management systems
- Online Communities of Practice provided through a NOAA-specific learning portal
- Networking



United States Postal Service (USPS)

Managers (GS 13- 14) (4-week program)

Create a pipeline of leaders with the capability to lead through organizational transformation

Management Concepts has partnered with the United States Postal Service on leadership development programs since 2008. The **Executive Foundations Program** is part of a multi-tiered leadership development program designed for new executives with less than 18 months of experience in an executive role. This program features:

- Four days of onsite, instructor-led learning sessions
- Three weeks of asynchronous and community-based learning hosted online
- Training and supporting activities based on the Postal Leadership Competency model with targeted skill development
- Live weekly webinars, articles, podcasts, performance support tools, and leadership forums, enrichment resources to enhance participants learning experiences
- Evaluations throughout the program to capture feedback and explore areas for continual learning
- 360-degree assessments
- Coaching



United States Treasury Executive Institute (TEI)

SES Candidate Development Program
(6-month program, 6 additional months of coaching)

Prepare future senior leaders to expand agency knowledge and lead across organizational and functional boundaries

Management Concepts developed and delivered TEI's intra-agency **Senior Executive Service Candidate Development Program** to identify and prepare future senior leaders. SES candidates are provided training and development opportunities needed to enhance their executive competencies and increase their understanding of the wide range of programs and issues beyond their individual agency and profession. This program features:

- 80-hours of on-site, instructor-led learning sessions built on a foundation of Management Concepts off-the-shelf courses
- Curriculum design of ECQ-based training
- Coaching and mentoring
- Guest speakers
- 360-degree assessments