

LEADERS DELIVERY NETWORK +

Optional programming, services, consultations, and assessments to enhance your experience

LDN+ for Peer Groups

Three optional offerings are available between bi-monthly breakfast sessions if you and your peer group want more:

Once you realize how powerful your peers can be in your success, you are going to want more time with them, So we arrange the time and place for your group to **get together.** Possibly over coffee, lunch, or post-work happy hour

Whether it is a **new tool**, a great **case study**, an **emerging opportunity**, or just the **inside scoop** (including from inside OMB and EOP), you will get to hear the latest in a brief learning briefing. We will follow up with additional resources should you want to know more.

We will arrange local **field trips** for you to go do, see or hear about something new from another agency, a nonprofit, a think tank, university, or private sector company

Strategies & Tactics Coaching

Being coached is a great way to focus on you in the midst of all that swirls around you so that you can fine tune your approach to achieving your own and your organization's goals. Coaching assumes that you already possess what you need to solve a problem or make progress; the coach is there to help you discover those solutions and next steps for yourself. And it provides the 'space' you need to think and focus on you. Sessions are held by phone; most people need 1-4 30-60m sessions to get where you want to be on the immediate challenge.

Prime Opportunities for Strategies & Tactics Coaching

- Starting a new program goal or initiative
- Accelerating progress on a program goal or initiative
- Tackling an aggressive or nearly impossible program goal
- Change in circumstances surrounding a program, its goal(s) or other initiative

Mentoring

Being mentored is a great way to gain rapid insight, perspective and advice from someone who has either been there before or has a unique perspective to offer in an area outside your own area of expertise.

Organizational Performance Management Mentoring

Get paired up with a performance professional either inside or outside your larger organization (your choice) to get advice on how to resolve a particularly challenging performance management obstacle, such as filtering your measures down to ones that really work for you, how to make good use of the data you have, or how to run an effective data-driven review process.

‘Big Thinking’ Mentoring

Get paired with a National Academy of Public Administration Fellow who has great perspective on mission-based governance and national, regional or local impact. When you are looking for insight on the opportunities and risks in thinking big from an neutral outside perspective, this mentoring relationship can help you explore and navigate options.

Modern Government Management Traits (MGMT) Consultation

Receive a consultation – with just you or a team that you choose -- on how you can implement the management mantras that Google uses to manage its top notch workforce. Learn the surprisingly easy way managers and supervisors can boost relationships with direct reports to improve employee engagement.

MGM Traits

1. Be a good coach
2. Empower; don't micromanage
3. Be interested in direct reports' success and wellbeing
4. Be productive and results-oriented
5. Be a good communicator and listen to your team
6. Help employees with career development
7. Have a clear vision and strategy
8. Have key technical skills so you can advise your team

Organizational Performance Readiness Self-Assessment

Receive a consultation for you and your team to self-assess the usefulness of your organization's current performance management practices and performance culture. This is designed as a serious but fun conversation around several key performance practices and elements of performance culture that helps you discover where you are doing well and where you have opportunities for actionable improvements.

Performance Wheel Sections

- Performance Culture
- Goal Setting & Prioritization
- Planning
- Measurement
- Data
- Analysis
- Implementation & Improvement
- Communicating & Reporting Performance Information

LDN+ Assessment

StrengthsFinder

If you have not taken it already, take the 2.0 version of the popular Clifton talent assessment. It delivers **top 5 themes** that capture your ideal talents to develop – or further develop – into strengths that you can leverage in your leadership approach. The idea is that you are at your best when you are operating from your strengths rather than dwelling on ‘fixing’ perceived weaknesses. To be a great leader, do what you do best every day. You will then have the option of receiving strengths coaching on your Top 5 Signature Talent Themes to learn how to recognize and maximize them for your greatest opportunities for success.

People who Focus on their Strengths

six times as likely to be **engaged** in their jobs

more **productive** in teams and individually

more than three times as likely to say they have an excellent **quality of life**

LDN+ Assessment

Entrepreneurial Profile 10

Gallup now has an instrument that helps you determine the degree of entrepreneurialism you possess. Why is that important? Because great leaders rely on a lot more than traditional authority to get great things done. Becoming more entrepreneurial in your approach affords you far more access, options, and opportunities than traditional sources provide. You will then have the option to receive coaching on your Top 4 Talent Themes to learn how maximize them but also how to compensate for your lesser talents by leveraging the talents of others.

Entrepreneurial Traits

Business Focus	Independent
Confidence	Knowledge-Seeker
Creative Thinker	Promoter
Delegator	Relationship-Builder
Determination	Risk-Taker

Great leaders are not defined by the absence of weakness, but rather by the presence of clear strengths. —John Zenger

For more information
Contact

Bethany.Blakey@pic.gov