
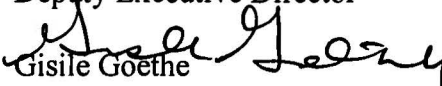


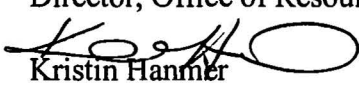


FEDERAL RETIREMENT THRIFT INVESTMENT BOARD
77 K Street, NE Washington, DC 20002

January 20, 2015

TO: Greg Long
Executive Director

THROUGH: Mark Walther 
Deputy Executive Director
Gisile Goethe 
Director, Office of Resource Management

FROM: 
Kristin Hammer
Human Resources Officer

SUBJECT: 2014 Leadership Development Program

As part of the FRTIB Human Capital initiatives associated with the Training, Education and Development Program, we implemented a Leadership Development Program (LDP) in 2014. There were nine participants in this first cohort. The participants ranged from GS-12 to GS-14 and represented five different FRTIB Offices. LDP participants graduated from this program on January 12, 2015. As a way to further recognize their accomplishment in completing this program, we invited the LDP participants to the Board Meeting on January 26, 2015.

By way of background, all LDP participants were selected through a competitive application process by a selection panel comprised of FRTIB leaders. As part of the application process, the participants were required to demonstrate their commitment to their leadership development and growth and how their participation in the program would directly benefit FRTIB and their particular Office. A supervisory endorsement for each applicant that described the employee's strengths, areas for growth and how the program would benefit FRTIB was also required.

The LDP participants were given opportunities to obtain education, training and experiences needed to improve their current performance, enhance their leadership skills and increase knowledge of the FRTIB's operations. A variety of learning activities were incorporated into the curriculum, allowing participants to explore leadership issues and develop leadership skills. As more fully described below, the LDP combined intensive competency-based developmental workshops, select shadowing opportunities, and individualized leadership coaching.

- **Competency-Based Developmental Workshops.** The LDP participants took part in four 3-day intensive workshops over the course of the year. Each workshop included elements of pre-work, training, and interactive sessions. The sessions focused on a variety of leadership competencies including, leading from alignment, leading for results, leading through collaboration, leading in a dynamic environment, and leading up. A guest speaker was invited to each workshop to share their leadership experience and advice.
 - **Workshop 1-Creating Powerful Alignment.** This workshop explored defining core values and strategic alignment with mission goals. Targeted work on management versus leadership, navigating change and writing powerfully was also completed. The guest speaker for this topic was Greg Long.
 - **Workshop 2-Building Shared Vision.** This workshop covered targeting results, strategic partnerships and collaborative leadership. The guest speaker for this topic was Melissa Schild, Director of Planning & Performance Management, Office of U.S. Foreign Assistance Resources, U.S. State Department.
 - **Workshop 3-Driving Strategic Results.** This workshop explored strategic thinking, Kotter's 8 Steps of Change and smart decision-making. The participants participated in a "shark tank" exercise to practice presenting powerful new ideas. The guest speakers for this topic were Michael Kennedy and Renee Wilder.
 - **Workshop 4-Leading Up, Down and Across.** This workshop covered influencing and leading up. The cohort visited the Container Store to learn about their "Foundation Principles" in customer and employee service. The guest speakers for this topic were Kim Weaver and Bonnie Parazinski.
- **Shadowing Opportunities.** The LDP participants were given the opportunity to shadow OCE trainers and observe off-site TSP training delivered at other federal agencies. The LDP participants were also invited to observe and tour the TSP operations and call-centers. From these opportunities they gained insight into FRTIB mission and strategic activities.
- **Individualized Leadership Coaching.** Each participant received individual coaching sessions to reinforce learning, tailor the application to the individual's development, and maximize their contribution to the organization
- **Cohort Meetings.** The cohort chose to gather between workshops to meet with FRTIB leaders and practice their new skills.

The following LDP participants graduated on January 12, 2015. During the ceremony, each participant shared their experiences, demonstrated the skills they learned and shared their insights on leadership:

- Alan Ghazi (OFM)
- David Little (OPOP)

- Peter Makokha (OTS)
- Julio Merced (OERM)
- Tanner Nohe (OEP)
- Alex Podpaly (OTS)
- Karrenthya Simmons (OERM)
- Matt Taylor (OTS)
- Loraine Terry (OEP)

Based on the feedback we have received from the participants themselves as well as their supervisors, this program has been a definite success and we are planning for the next cohort in 2015. The LDP participants have gained the ability to articulate strategically, think holistically and lead with confidence. We look forward to watching them further develop and refine their personal leadership skills to achieve great results for FRTIB in the future.