



Developing Local Leadership Programs

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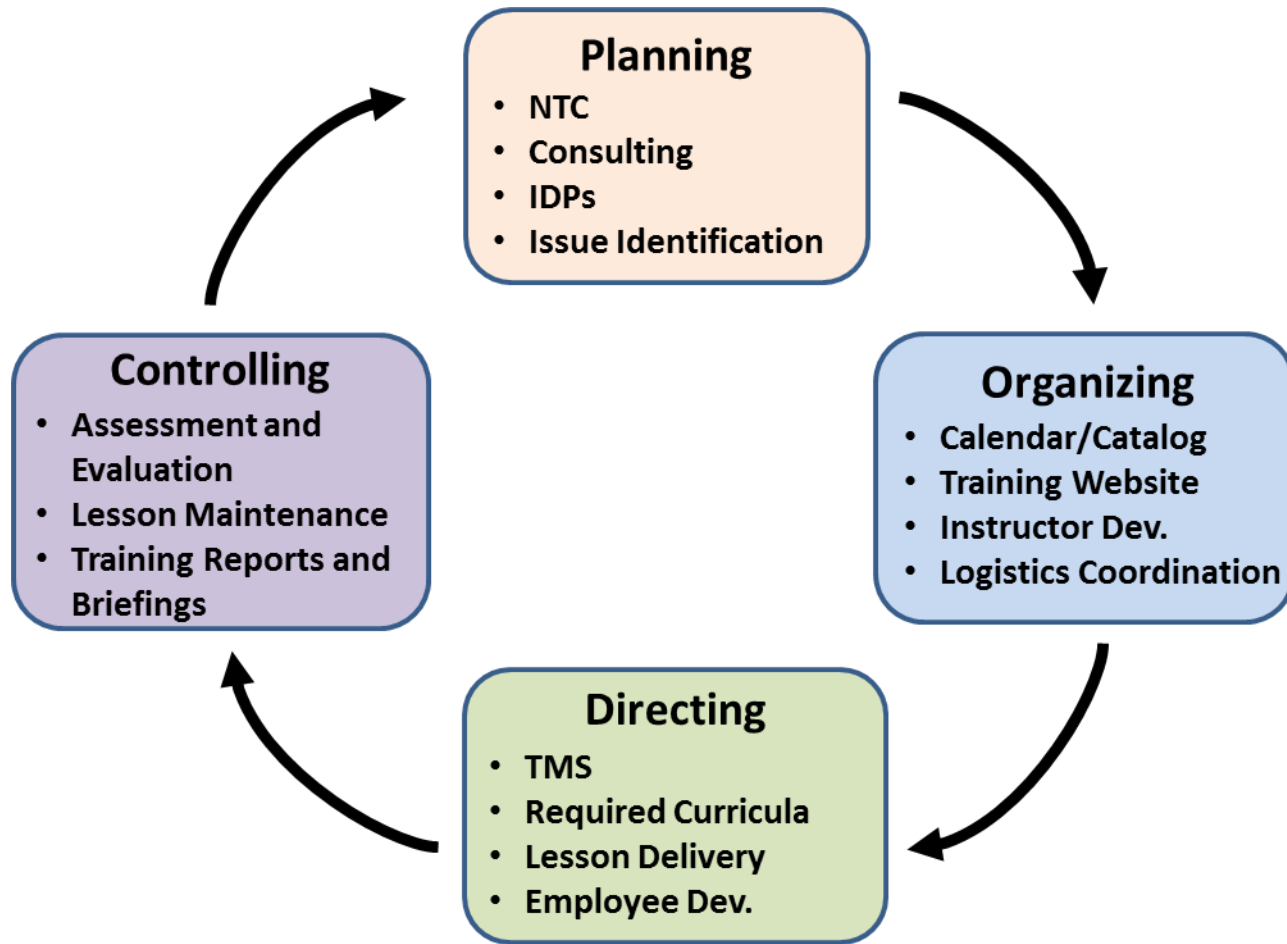


Network Card Activity

1 Your role	2 People who help you	3 People you help	4 Top performers	5 Your customers	6 Accomplishments
7 Your tasks	8 Your tools	9 Your support	10 Your barriers	11 TM success factors	12 Your talents and skills



VBA Training Management





Assessing the Needs and Identifying the Population

Assess the Needs

- Meet with leadership to identify and define the gaps in employee development
- Review and synthesize existing training opportunities
- Ascertain and analyze emerging leadership development trends
- Identify station specific needs

Identify Target Population

- Identify the station's critical mass
- Determine the level of penetration appropriate for the station
- Define the requirements for intended audience
- Practice targeted selection



Leadership Development Program: Core Elements

- Foundational text
- Foundational leadership model
- Formal mentor relationship
- Professional rotational assignment
- Leadership training curriculum (12 week format, template provided)
- Inclusion of systems thinking (enterprise-wide knowledge)
- Capstone project/presentation



Customize Training: Local Elements

- Provide participants with exposure to our local sister Administrations (VHA & NCA)
- Include Regional (Area) specific initiatives into the training materials
- Incorporate local and statewide issues into the program requirements
- Complete a local service/community project
- Engage your local Veteran population



Program Implementation

- Application process/selection criteria
- Solicitation of program participants & mentors
- Selection of participants & mentors
- Mentor matching
- Program length: 4-6 months
- Program schedule: foundational elements, monthly discussions, weekly mentor connects, local elements and exclusionary time.

The majority of this information is provided in a template format for your usage.



What is ED&T's Role?

- Oversight & guidance
- Curriculum development
- Knowledge management resource
- Subject matter expertise & assistance
- National recognition
- Program approval



ED&T Approved SLDPs

- Houston
- Winston-Salem
- Portland
- Milwaukee
- St. Louis
- New York



Questions?