



LEADERSHIP.OPM.GOV

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Center for Leadership Development

Your agency is developing an Agency Reform Plan--Do you have the tools to implement it?

How do you design your future organization?

How do you redesign your workforce to meet stakeholder needs with a reduced budget?

How do you support employees during the transition to a smaller, leaner organization?



We can help.

OPM's Center for Leadership Development has over 50 years' experience providing services that include leadership succession management, short-term executive talent acquisition, HR skills development, design education and project-based learning, executive education and coaching, leadership and management development, and career services for all employees. Whether it's helping you design your future organization, creating a strategic plan or developing strategies to support your workforce and sustain high performance, we have the knowledge and experience to help your organization efficiently and effectively meet its mission.

Design Your Future Organization And Create A Strategic Transition Plan

Design Your Organization for Stakeholder Needs [https://lab.opm.gov/]

- Design new approaches to program, policy and service delivery
- Apply human-centered design methods to deeply understand stakeholder needs—now and in the future
- Conduct qualitative and quantitative research to identify current and future institutional capabilities
- Translate needs into new experiences agencies can deliver to customers and stakeholders

Strategic Planning

- Create and validate mission and vision statements
- Define strategic goals and objectives
- Identify resources required to achieve mission/goals/objectives (budget, talent, technology)
- Create a sourcing strategy for required resources (e.g., FTE, shared service centers, contractors)

Leadership Succession Planning and Management

- Evaluate leadership pipeline and bench strength for critical positions
- Assess potential losses in expertise
- Provide recommendations for preventing and mitigating knowledge gaps
- Use Presidential Management Fellows Program to build leadership succession pipeline (<https://pmf.gov>)

Support The Workforce

Workforce Transition Assistance [https://leadership.opm.gov/]

- Support Labor-Management Restructuring Committees with interest-based conflict management training for organization leaders and employee representatives

- Open Opportunities and GovConnect for developmental details that open new opportunities and build skills
- Career Power and “Design Your Transition” training
- Career counseling and coaching/Resume Writing and Interview Skills
- Work-life wellness, stress management, employee assistance programs

Change Leadership and Management [<https://leadership.opm.gov/>]

- Executive Development in Leading Organizational Change
- Manager/Supervisor development in managing change and difficult conversations
- Develop a comprehensive communication strategy

Sustain High Performance

Invest in your human capital for short-term wins and long-term success

Use Employee Development and Performance Management to Maximize Employee Engagement and Accountability

Use OPM’s world-class leadership development services and tools to prepare organizational leaders and employees for the government of the future [<https://leadership.opm.gov/>]

- Deliver career-long leadership development using our LEAD certificate programs, Leadership for a Democratic Society program, SES Orientation Briefing, and SES Forums and Labs
- Design, develop and implement customized career-long leadership development programs
- Provide online learning, manage rotations, and offer virtual conferencing
- Deliver leadership and executive coaching to employees at all levels in order to inculcate leadership practices in everyday organizational behavior.

Employee Engagement & Problem Solving

- Employ human-centered design to resolve difficult challenges by putting people at the center of the problem-solving process
- Engage the power of process improvement using Lean Six Sigma methods to the benefit of the workforce and to minimize waste

HR Institutional Capability Building

- Build HR staff capacity through staffing program reviews and onsite and virtual training and coaching
- Develop HR staff competencies and skills through HR certification program

Occupational Skills Training

- Deliver online education and training across the range of Federal occupations including Cybersecurity and Human Resources Management
- Manage organizational learning through the USALearning® suite of automated learning management and delivery services [<https://usalearning.gov>]

Management Development [<https://leadership.opm.gov/>]

- Build management skills for self-, team- and organizational effectiveness
- Create a cadre of credentialed management leaders through the LEAD Certificate program
- Apply human centered design to organizational challenges, unleashing employee engagement through creative problem solving and collaborative approaches to work

Contact Us!

Executive/Management/Leadership Development
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