

Leading Strategically in the Federal Government | LIVE ONLINE PROGRAM



Overview

Leading Strategically in the Federal Government is a 17-week leadership strategy training program designed for federal leaders. Participants improve their strategic leadership skills to achieve agency missions, drive performance, and align short-term action with long-term direction. The program features a 4 ½ day Live Online workshop, and provides leaders with skills to handle complexity, bridge boundaries and shape organization culture for success.



Audience

Executives and Senior Leaders of departments or functions whose work has strategic implications for their organization.



Why This Matters

This experience provides senior leaders in the federal government with the tools and practice to more effectively align and execute strategy.

This program is part of the exclusive partnership with Center for Creative Leadership. By combining CCL's award-winning content and innovative best practices with Management Concepts' deep understanding of the public sector workforce, the two organizations bring to market federally-focused versions of CCL's leadership development programs.



Outcomes

Participants in Leading Strategically in the Federal Government will be able to:

- » Think, act and influence strategically to effectively address federal government challenges
- » Lead the development and implementation of strategy as a learning process for continual learning and adjustment
- » Build on strengths and mitigate challenges as a strategic leader
- » Blend organizational change and transition with managing and running your agency
- » Employ Burn Bright™ resilience practices to thrive in a challenging context

Quick Facts



Length

17 weeks, including 28 hours of instruction + 8 hours of homework/asynchronous collaboration. 4 hours of coaching occurs outside the live Workshop.



Delivery Method

100% online delivery in a cohort structure



Class Size

Average class size of 24 participants. 1:24 average facilitator/participant ratio



Tuition

\$6,799



Assessment

Strategic Leader 360, WorkPlaceBig Five™, FourSightThinker Inventory™



Deadlines

Students must enroll no less than 8 ½ weeks prior to Workshop start date in order to allow time for the required pre-work.

For private group training, Funding Documents and Final Participant Roster must also be received no less than 8 ½ weeks prior to desired Workshop date to begin Program and guarantee Workshop start date.



Additional Pre-Work

Conversation with boss and one key stakeholder; Article: "Manage Your Energy, Not Your Time" (HBR); CLA micro-learning modules on SBI; Strategic Leadership Challenge; Assessments



Online Facilitator

A CCL certified instructor with experience in the federal workplace facilitates hands-on experiential activities, small group activities and discussions, and polls. Students also meet 1:1 with a coach, ensuring their attention and engagement throughout the course.

Features

A program tailored for the federal leader:

- » Inspired by CCL's Leading Strategically and Leading Across the Organization programs, as well as DCSA Tier 2 FLDW (2020) and agency advanced leadership programs
- » Delivered by facilitators and coaches with federal experience
- » Includes competency ratings of importance at the participants' agency in the SL360 assessment
- » The personalized coaching focused on the individuals' challenges at their agency and how to become a more effective leader in their agency
- » Asynchronous cohort discussion forums on CLA™, moderated by the facilitators, to permit networking and problem solving
- » Instructional design methodology (4MAT®4Business) allows participants to apply the module concepts to their workplace and submit to peer review
- » In class discussions, in breakouts, and in the plenary session, a focus on how these leadership learnings can be applied at the agency



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Leading Strategically in the Federal Government

Leading Strategically in the Federal Government’s Program spans 17 weeks and features several components that occur prior to the live Workshop session. Pay special attention to the timeline, noting the Registration deadline, Program Start, Workshop, and any Coaching sessions.

High Level Program Timeline

Registration DEADLINE	8 ½ Weeks before Workshop Start Date	Registration deadline is set this far in advance due to the amount of time normally required for Participants to complete assigned pre-work.
Program Begins	Launch	This is the start date of the overall LSFG Program. There are no meetings or live session on this day.
 Pre-work launches in CLA	Week 1	This is the date Participants may access the program materials via the CCL Leadership Accelerator Learning Platform (CLA). Participants will receive an email with a link to the portal, and their access credentials. There are no meetings as part of this pre-work phase, and pre-work will be asynchronously completed by the Participant.
Pre-work Due	Week 6	This is the date that all Participant pre-work is to be completed (asynchronously). There are no meetings on this day.
Coaching Session #1	Week 7-8	One week before the Workshop Start, there will be a 60-minute coaching session between the Participant and the Coach to establish the Coach/Coachee relationship. Coach will contact the Participant 2 weeks prior via email to schedule the Session date and time.
WORKSHOP	Week 9	This is the 4 ½ day live online Workshop. See the Workshop Agenda on page 3 for more information.
LSFG Post-Program content available	Week 10	Participants may access LSFG Post-Program asynchronous content and activities (via CLA) starting the Monday after the Workshop concludes.
Coaching Session #2	Weeks 10-11	This is a 90-minute, one-on-one Feedback Coaching call between the Participant and Coach. It is to be conducted 1-2 weeks after Workshop (date is flexible based on participant’s availability).
Coaching Session #3	Week 13	This is a 60-minute one-on-one Coaching call between the Participant and Coach (1 of 2 sessions) one to three months after the Workshop (date is flexible based on participant’s availability).
Coaching Session #4	Week 17	This is a 60-minute one-on-one Coaching call between the Participant and Coach (2 of 2 sessions) one to three months after the Workshop (date is flexible based on participant’s availability).
LSFG Post-Program content end date	6 Months from End	LSFG materials will be available for six months. This is the last date for Participants to access the LSFG Post-Program content and activities.

Critical Note! For private group training, Funding Documents and Final Participant Roster must be received by this date to begin Program and guarantee Workshop start date. This is due to the amount of time normally required for Participants to complete assigned pre-work.



Live Online

This is a pre-scheduled session with Participant and Coach (online/virtually), and the exact date may be scheduled to accommodate Participant’s availability.



Asynchronous

Important activities to be completed by the Participants alone. Not a live, virtual or face-to-face activity.



Live Online

This is a scheduled session that Participants must attend (online/virtually).














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Workshop Agenda

Prior to attending the live Workshop within Leading Strategically in the Federal Government, you will need to complete some important pre-work, including a structured discussion with your manager and one key stakeholder within your agency, some pre-reading, and the CLA micro-learning modules on SBI™. You'll identify a Strategic Leadership Challenge which will be the key project you focus on throughout the program. Additionally, you will complete 2 self-assessments that will help you focus on your leadership development priorities right now.

 WORKSHOP	Week 9	This is the 4 ½ day live online Workshop. <i>See the High Level Program Timeline on page 2 for the entire timeline of the program.</i>
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	Instructor-Led	Self-Guided
Day 1 Thinking Strategically 	<ul style="list-style-type: none"> • Introductions and Overview (40m) • Strategy Line-up (40m) • Intro to Burn Bright™ (30m) • Break (10m) • Strategic Leader 360 (1h) • Strategic Leadership Framework (30m) • Strategic Leadership Challenge (SLC) • Consultation (30m) 	 <ul style="list-style-type: none"> • SBI™ Feedback Review (30m) • The Farmer's Neighborhood Activity (45m) • Direction-Alignment-Commitment (30m) • Applications to SLC (15m)
Day 2 Influencing Strategically 	<ul style="list-style-type: none"> • Personality & Leadership: WorkPlace Big Five™ (75m) • Assessing the Strategic Environment (45m) • Burn Bright™ Break (15m) • Identifying What's Vital Strategic Drivers (30m) • Leveraging Polarities (75m) 	 <ul style="list-style-type: none"> • Power and Influence (45m) • Intro to Skyline Simulation (45m) • SLC Consulting Groups (30m) • Homework: Prepare for Skyline
Day 3 Acting Strategically 	<ul style="list-style-type: none"> • Skyline Technology™ Simulation (3.5h) • Burn Bright™ Break (15m) • Process & Issues Questionnaire (15m) 	 <ul style="list-style-type: none"> • Debrief #1: Impact (45m) • Leading Change (45m) • SLC Consulting Groups (30m)
Day 4 Shaping the Organization 	<ul style="list-style-type: none"> • Simulation Debrief #2: Survey Responses and Team Effectiveness (75m) • Feedback Practice Field – SBI™ (30m) • Burn Bright™ Break (15m) • Shaping Culture: Leadership Strategy (1h) • Creating a Climate of Innovation: FourSight Thinking Inventory™ (1h) 	 <ul style="list-style-type: none"> • Skyline Redux (90m) • SLC Consulting Groups (30m)
Day 5 Moving Forward 	<ul style="list-style-type: none"> • Leading Across Boundaries (90m) • Burn Bright™ Break (15m) • Crafting & Communicating Your Vision (1h) • SLC Peer Consulting (45m) • Individual Goal Planning (15m) • Closing (15m) 	 <ul style="list-style-type: none"> • Program Close

Break + Asynchronous Work

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