

TIP 9

Tip number nine, pursue leadership courses and opportunities.

The emerging leaders program and the leadership academy are flagship leadership programs.

The emerging leader's program is for employees that are GS-7 to GS-13 and for those interested in becoming a supervisor.

The leadership academy is for those that have supervised for at least two years at the GS-12 level.

Both of these programs have a nomination process through your state, and a panel selection process.

Each year we are looking for nominations for these 12-month courses and we are hoping that you go ahead and apply for these flagship courses.

These courses are set up as a blended learning style approach, where you have week long training face to face, both on the front end and the back end, and you also have distance learning-type modules plugged in.

So as you can see, just like everything else we try to do here, very dynamic.

Very interactive, and in addition to having the distance learning or the blended learning approach done, we also have details tied to these courses.

That's something we didn't touch upon but details are a very, very important piece of developing yourself over the course of your career.

Finally, we have our L.E.A.D. program.

Basically we want to make sure that leadership permeates through all levels of our organization.

And so we designed the L.E.A.D. program, which stands for leadership exploration and development.

In our L.E.A.D. program, we have instructor led courses, we have distance learning courses and we also have courses that are tied to an instructor that are distance learning, sort of like the university of Phoenix model.

So in the essence of getting equal educational opportunities for all, we created this program so that everyone, whether you are regular employee, supervisor or manager can have leadership training opportunities.

>> D. Charpio: Let's talk about the leadership program more because you are in charge of that program.

First of all, back to the details.

Now, details, it's pretty expensive to go on the detail.

How does one get approved for one?

How does one find a detail?

>> L. Thomas: There are several creative ways where you can find a detail.

One, just put the feelers out there.

Let people know that you are even interested in pursuing some of these opportunities.

I would also keep my eye out on U.S.A. jobs because a lot of times while people are trying to fill positions, they will accept you in on the detail assignment, just until they hire that permanent employee.

And additionally, you can contact us here at the training center, with all the people that we have come through our leadership programs we have a pretty good pulse on, you know, the field manager community and the district manager community.

So they usually send us detail opportunities that we can farm out to the rest of the BLM community.

>> D. Charpio: Now, Leon, let me make sure.

You don't have to be in the leadership program to go on the

detail, correct?

>> L. Thomas: That's correct.

Detail opportunities are for everyone.

In fact, I'm very, very happy that I was able to do a detail out in the field and one at the Washington office.

I feel like it's helped, you know, give me a broader perspective on some of the current decisions I have to make in my current position.

>> D. Charpio: Now, do you know who pays on the detail positions?

>> L. Thomas: That's completely negotiable.

It's negotiable.

Sometimes it's the gaining office but a lot of times -- sometimes your office will actually have to pay for the detail.

The salary usually stays with the office that the employee is tied to.

>> D. Charpio: I have heard about details.

I have also heard this other thing called shadowing.

What's that about?

>> L. Thomas: Shadowing is pretty similar to a detail, except you are not tied to the office and you can shadow just about anybody.

If you are working out in the district or a field office, maybe you want to go over to the state office and shadow somebody in a career field that you are interested in moving into, or you can just tag along with your supervisor to some of their meetings to see how their day goes and to learn from their experiences throughout the day.

>> D. Charpio: Well, Leon, I hope our supervisors and managers out there realize that there's lots of people interested in these experiences and will provide these opportunities and advertise those opportunities for everybody.

Now, one more question and that's about the L.E.A.D. program.

First of all, you guys did a great job of putting together a curriculum this year of some 20 different courses, 20 different offerings.

How many students did we serve this year?

And how many students will be able to register in those courses in the future?

>> L. Thomas: As I mentioned earlier, with the leadership academy and the emerging leaders program, we were only able to service about 60 employees.

And so we didn't feel like we were giving equal education opportunities to everybody.

So with the L.E.A.D. program, just this year, each semester, we were able to service 560 employees just in this semester.

We are looking to increase that this year.

We actually think that this next fiscal year, we will be able to double that.

>> D. Charpio: That would be very good and they don't have to be in leadership position.

They can just be testing the waters, a assume?

>> L. Thomas: That's exactly right.

We believe that leadership should permeate all levels of organization and the L.E.A.D. program is our example of how we make it available to everyone.

I would like to add, Don, this year in the sake of improving our diversity effort in our leadership program, we are looking at getting some Rosetta Stone licenses so that people can pick up a foreign language through the L.E.A.D. program as well.

>> D. Charpio: That would be very nice.

That's one of the things I think we are sort on is language skills in our bureau.