

PSLA

Public Service Leadership Academy

Leadership Development Program

www.ThePSLA.org

Our Vision: Our Vision is to develop effective and inspiring Public Service leaders who are committed to making a difference in peoples' lives and have the tools to do so.

Toward this vision, we focus on the whole person, utilizing challenging learning experiences to encourage leaders as they push beyond their comfort zone and expand their leadership capacity.



PROGRAM LEADERSHIP

- **John Riordan** will serve as the Lead Coach for the program. John brings 20+ years of professional leadership development experience, a passion for making a difference in the world, and a life-long commitment to building leaders who want to make that difference happen.
- **Martha Dorris**, Founder, brings 30+ years of Public Service experience and hard-earned wisdom to the PSLA. Throughout the program, she will share her experience and insights with other leaders who want to grow their capacity.



WHAT MAKES THIS PROGRAM UNIQUE?

- **Experiential learning** – Participants will take part in practical training exercises that give them the opportunity to “experience” leadership challenges and actually *practice* their leadership skills in the most challenging areas.
- **Coaching, challenge & support** - The small cohort allows for personalized input from the lead Coach, John Riordan, as well as Peer Coaches (fellow public servants with leadership development experience), and peers.
- **Individual Coaching** - In addition to the training sessions, the program will include two 1-hr Individual Coaching sessions – one early in the process to establish goals, and one at the end to assess progress and set a path forward.
- **Holistic development** – In addition to building fundamental leadership skills, participants will be encouraged to strengthen their physical, relational and financial well-being as part of their overall program experience.
- **Supervisory (or Sponsor) involvement** – Participants will get input from their Supervisors regarding leadership development objectives and applying the learning to real challenges in the workplace.
- **Peer Coaches** – Participants will receive feedback, support and coaching from experienced Civil Servants who have themselves grown as leaders.
- **Networking** – At various points in the program, participants will have the opportunity to build relationships with high performing fellow Civil Servants from a wide variety of agencies and backgrounds.



PSLA LEADERSHIP OBJECTIVES

1. Challenge government leaders to fully utilize their strengths and address areas that require reinforcement.
2. Bring a fresh 21st century perspective and learning techniques to build capacity in the most challenging leadership skills.
3. Arm each leader with tools and techniques to address critical challenges – building the confidence to drive change, inspire others, overcome obstacles and produce valuable results.



PSLA LEARNING TECHNIQUES

1. Rigorous study of fundamental leadership principles
2. Honest self-assessment
3. Experiential training
4. Coaching (both professional and peer coaching)
5. Learning from experienced leaders
6. Observation and feedback



TARGETED PARTICIPANTS

- Public servants with team leader and/or supervisory experience or equiv.
- Typically GS-14s and 15s, although GS-13s may qualify based on their leadership experience
- Open to federal, state and local government participants

IS THIS PROGRAM FOR YOU?

If you want to increase your leadership skills and are willing to step out of your comfort zone in a safe environment to confront areas you find challenging, this program is for you. Coming away from the program, we're confident you will have an increased capacity to:

- Define and sustain a renewed pride in and motivation for public service
- Communicate powerfully with others
- Inspire others with a compelling vision for the future
- Better understand and engage diverse colleagues, partners and public
- Manage conflict in a productive manner
- Create a culture of innovation
- Sustain a customer-focused culture
- Build and leverage partnerships and networks

WHAT'S EXPECTED FROM YOU?

Our intention is that participants use this time to learn about themselves and push themselves beyond anything they imagined they could do. To that end, we expect you to:

1. Come with an open mind and willingness to take risks – to challenge yourself, be challenged by others, and to challenge others in return
2. Respect your fellow participants and contribute to their growth as leaders
3. Give constructive feedback to your peers and receive constructive feedback from your peers

PSLA LEADERSHIP DEVELOPMENT PROGRAM STRUCTURE

The PSLA LDP is comprised of six training sessions over a 7-month period (from April through October):

- Session 1: Foundations of Public Service Leadership (3 days in Philadelphia, PA; April 21-23, 2020)
- Session 2: Leading People (2 days in Washington, DC; May 20 & 21, 2020)
- Session 3: Leading Change (2 days in Washington, DC; June 10 & 11, 2020)
- Session 4: Driving Results (2 days outside of Location TBC; July 22 & 23, 2020)
- Session 5: Building Partnerships (2 days in Washington, DC; September 1 & 2, 2020)
- Session 6: Application & Graduation (3 days in Washington, DC; October 6, 7 & 8, 2020)

Cost: Early bird price: \$7,500 plus travel due by September 30, 2019!

Regular price: \$9,000 plus travel due by November 30, 2019!

Applications will be available at www.ThePSLA.org!