



National Aeronautics and Space
Administration
Goddard Space Flight Center

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ANNOUNCEMENT

SUBJECT: Goddard's New Leadership Development and Excellence in Management (LDEM) Program

You are encouraged to attend one of the following briefings to learn more about the LDEM Program, especially the first two programs that will be delivered this fiscal year:

- Friday, June 12, 1:00 – 3:00 p.m., Building 33, Room H114
- Wednesday, June 17, 9:00 – 11:00 a.m., Building 1, Room E100D

Executive Summary: The Office of Human Capital Management (OHCM) is proud to announce a new integrated set of four leadership and management development programs for all civil servant employees. With the advent of this program, leadership development and training will be available to all civil servants, regardless of grade or skill category, in the belief that leadership opportunities abound and leadership development should not be limited to principally mid-level and senior-level individuals.

Context: The genesis of this new program is the feedback provided in May 2006 by employees as part of a formal needs assessment consisting of interviews, an online survey, and focus group conversations. This assessment identified the most important leadership and management competency gaps between what was needed and how well these programs satisfied those needs.

From the survey feedback, we learned that our in-house leadership programs were considered to be of high quality and a solid return on investment. The 2006 assessment also discovered that cohort (group) learning, coupled with a strong emphasis on continuous learning in the context of real work issues, was very effective in developing outstanding leaders.

In 2007, a Leadership Re-design Team identified a variety of key leadership skills and competencies by conducting a cross-walk of the existing Goddard competencies against all of the Center's in-house leadership programs. The result was a comprehensive and integrated set of competencies and skills that define a highly effective leader's behavior that are compatible with Agency and Senior Executive Service Executive Core Qualifications.

The newly awarded leadership contract with Greystone Consulting Group, Inc. addresses the full range of leadership competencies and skills and a subset of those management competencies that are common and essential to both management and leadership development.

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Program Highlights: Each program level possesses a unique set of competencies and skills, as well as target audience and duration. The following highlights key distinctions among these four program levels:

Program Level	Target Audience	Planned Schedule
A: Leading Self	up to GS-11	July – September 2009
B: Leading Groups and Teams	GS-12 and GS-13	July – October 2009
C: Leading an Organization	GS-13 thru GS-15	January – October 2010
D: Leading Leaders	GS-15 and SES	April – June 2010

Next Steps: Phase 1 of Goddard’s effort to implement an integrated leadership AND management development program is now complete. The OHCM will continue to provide in-house and external management training and development through the semi-annual Leadership and Management Development (LMD) call, while it completes the second phase of this effort. The second phase focuses on management development, with the goal of ensuring a comprehensive and integrated set of management training and development that complements, and is fully integrated with, the leadership elements of the LDEM Program.

I hope you share our excitement as we unveil the significant progress made in developing the current and future generation of Goddard employees. If you are interested in learning more about the new leadership framework, competencies, and skills, please attend one of the briefings listed above. A VITS will soon be scheduled for Wallops and IV&V employees.

Look for information to soon be posted on the OHCM Web Page, Hot Topics, at:

<http://ohcm.gsfc.nasa.gov/Hot/home.htm>.

Feel free to contact the LDEM Program Manager, Gail S. Williams, Code 110.0, at Gail.S.Williams@nasa.gov, 301-286-0159, if you have any questions.



Stanley M. Wojnar, Acting Director
Office of Human Capital Management