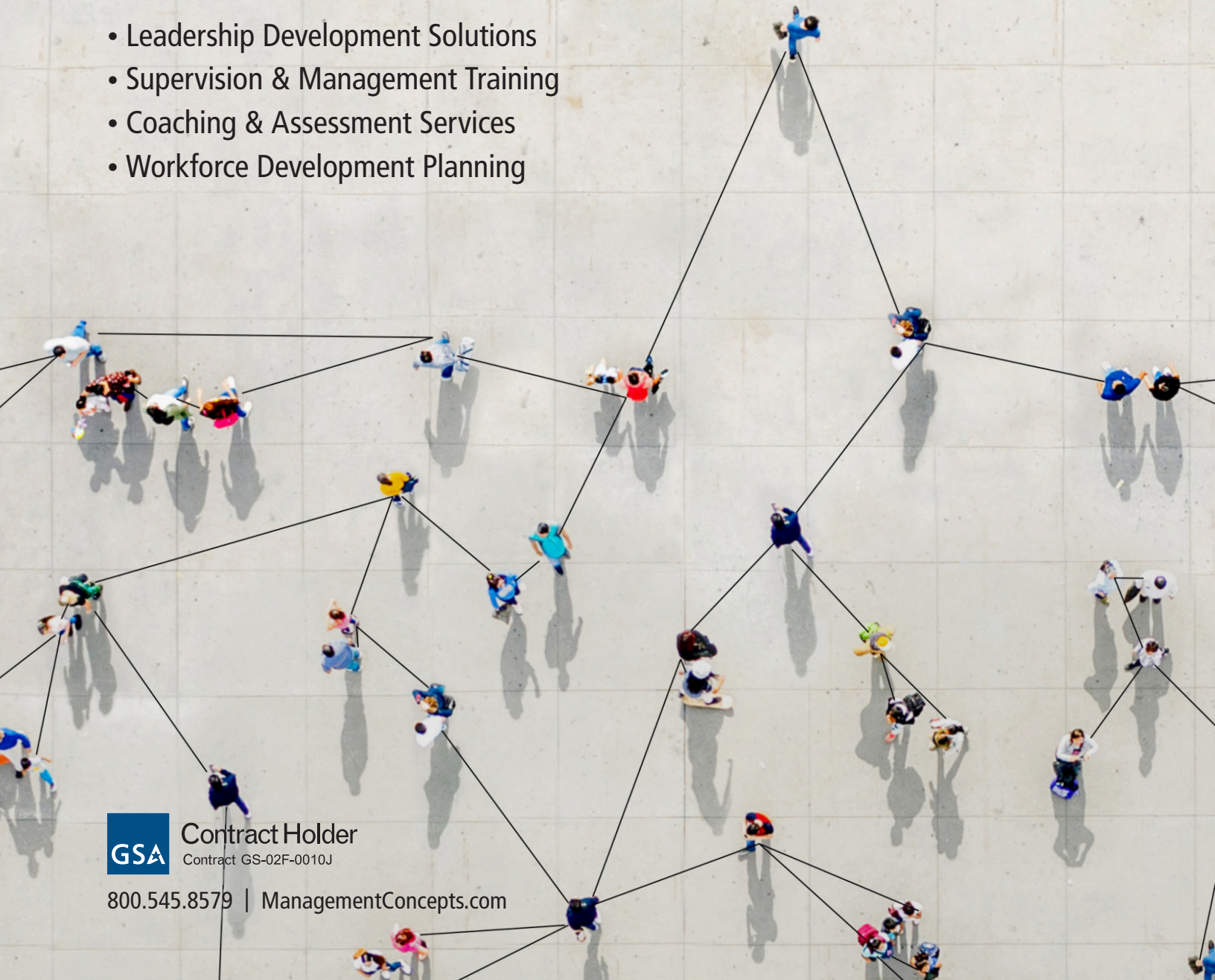


Rise Up. Lead Well.

- Leadership Development Solutions
- Supervision & Management Training
- Coaching & Assessment Services
- Workforce Development Planning



Our Approach to Federal Leadership Training

Empower Leaders at Every Level

Federal agencies need a deep bench of leadership talent to address the complex challenges inherent in meeting their mission. Our comprehensive suite of leadership offerings helps cultivate leaders at all levels, from employees with high potential to senior-level executives.

Our career-ladder approach allows federal agencies to:

- Improve the strength of the leadership pipeline based on OPM ECQs
- Improve job performance and increase employee engagement
- Enhance workforce skills-based knowledge
- Enable leaders to cultivate capabilities within an agency's competency framework
- Build-in succession planning and structural resilience

Outcomes Matter: Why Federal Leaders Choose Us

Our leadership development programs integrate classroom and technology-based learning opportunities for more than 10,000 government employees each year. By creating memorable experiences, we help individual contributors, function managers, and emerging executives understand how to improve their organization through leadership. Unlike other providers, we designed our programs to meet the specific learning objectives, topics, and outcomes that federal agencies need most.



OPM ECQ-Aligned

43+ Courses mapped to OPM Executive Core Qualification and Fundamental Competencies



Federally Focused

Relevant use cases, language, and content, taught by former federal employees



Coordinated Learning Experiences

Start at any level and build knowledge as you progress



Multiple Delivery Options

Online, in-classroom, for single students or entire teams, we can scale to meet your needs



Flexible Learner Paths

Half-day supervisory courses to full certificate programs; our portfolio can be configured to your needs



Technical Leaders Welcome

Include content from our other 7 domains — or custom-built — to meet broader career path needs or fill skills gaps

Training That Drives Performance

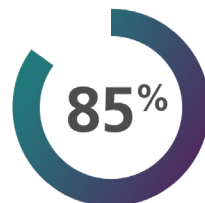
Results are based on feedback from 2020 students who responded with **AGREE** or **STRONGLY AGREE** to the item being measured.



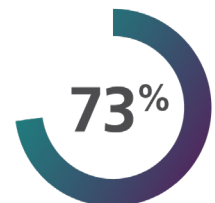
Reported an increase in knowledge or skill level



Would recommend this training to others



Reported training was a worthwhile investment in career development



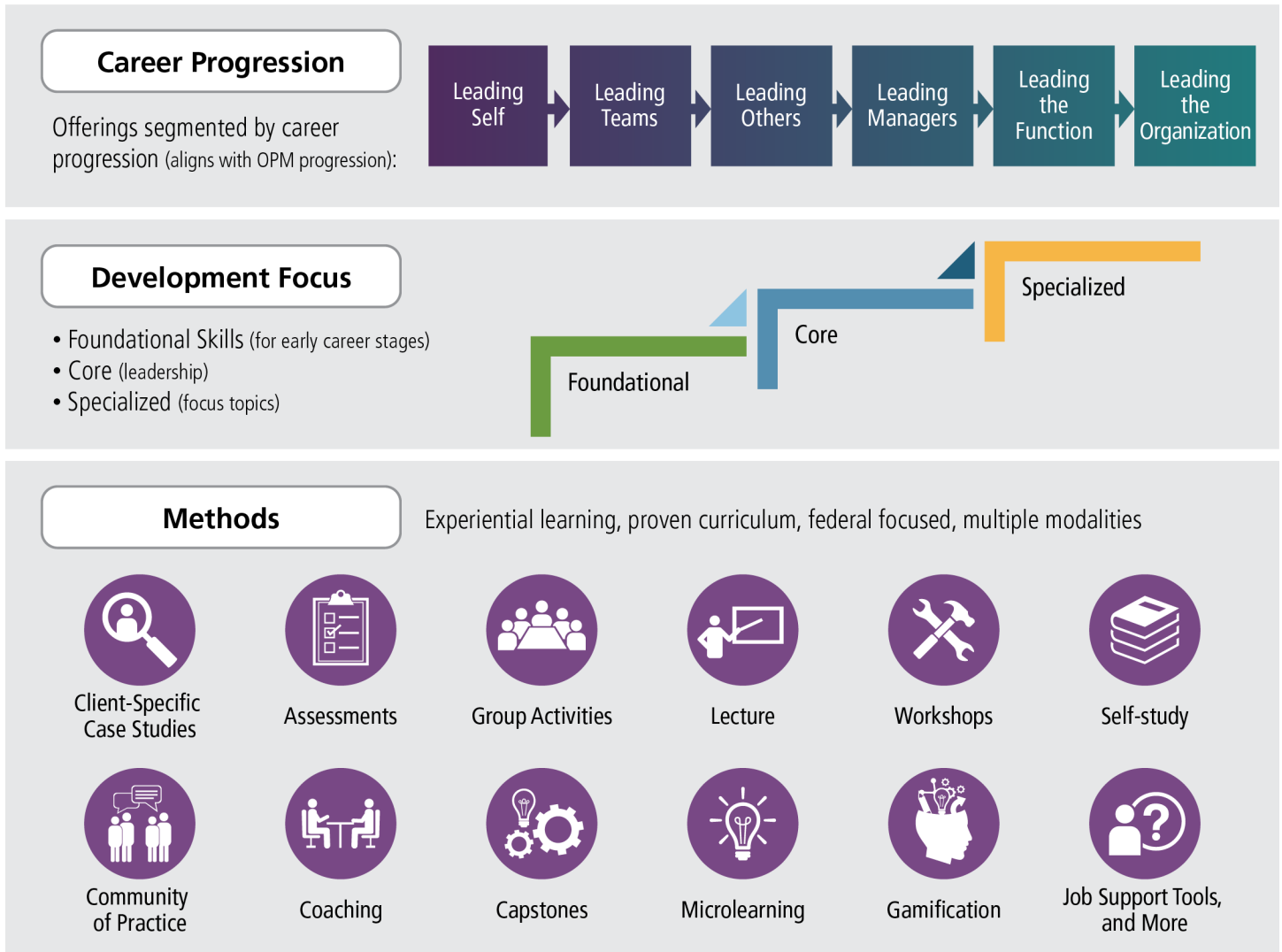
Reported improvement in job performance

Our Leadership Development Solutions

After nearly five decades of delivering learning solutions to the public sector, we have developed a strong understanding of adult learners. We also have instructional designers and cognitive research to support the ongoing innovation needed to bring you the highest-quality leadership programs possible.

Our leadership program paths are segmented by the participants' career stage. Within each stage, there is a developmental focus starting with Core programs. Participants can choose Specialization or a refresher to address specific gaps (Foundational courses) while still obtaining the Core leadership training.

Finally, we believe that the best leadership development programs not only provide participants with in-depth educational content but also allow ample opportunities to apply their newly acquired knowledge. Our instructional principles include four integrated learning dimensions: expert instruction, experiential learning, collaboration, and on-the-job practice. Thus, participants in our programs may practice and learn through role-playing, self-assessments, one-on-one coaching, or problem-solving in small teams, among other methods.



OPM ECQ Alignment

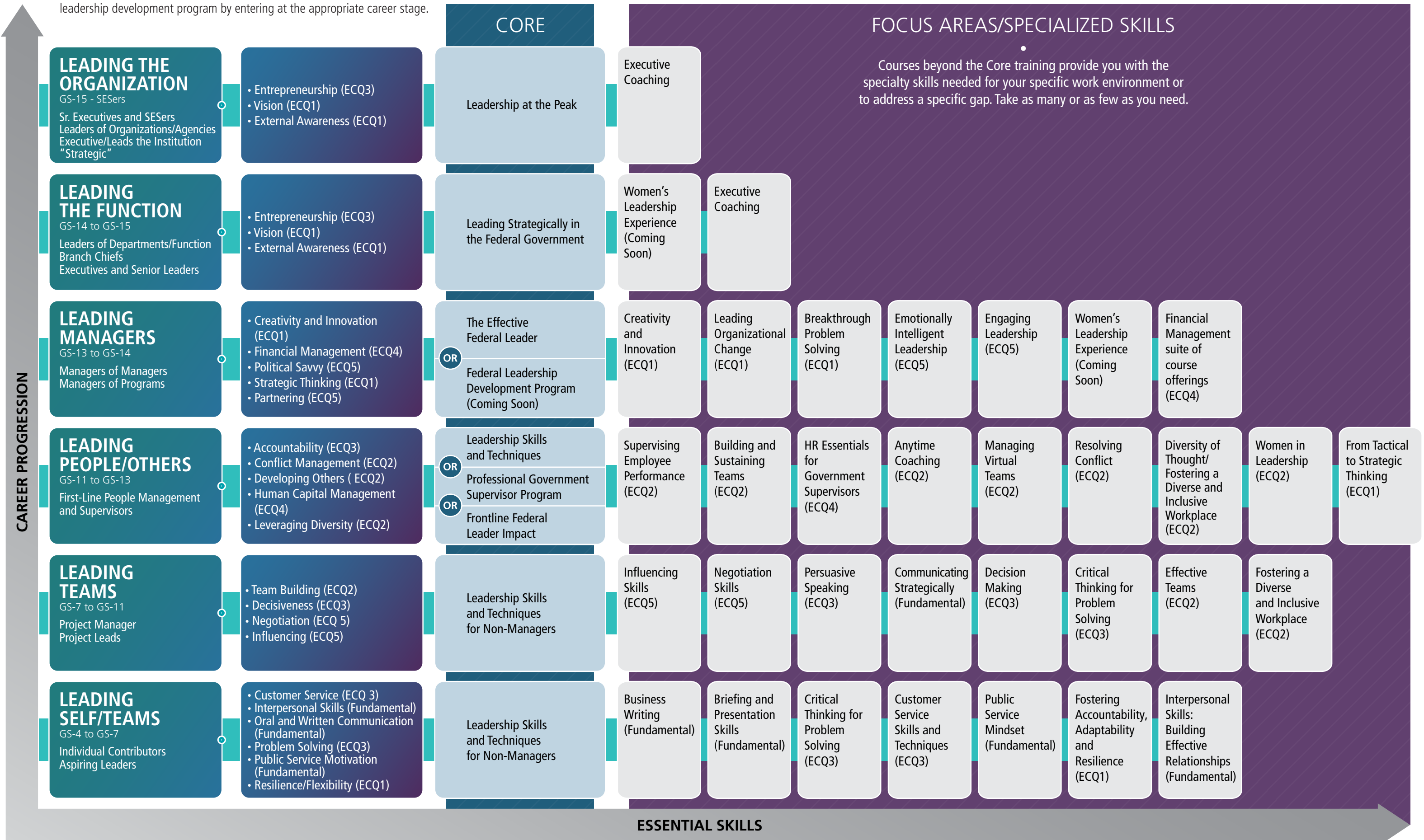
Successful performance in the Senior Executive Service (SES) requires competence in each of the five Executive Core Qualifications (ECQs) defined by OPM. In turn, the fundamental competencies are the attributes that serve as the foundation for each of the ECQs. Experience and training that strengthen and demonstrate the competencies will enhance a candidate's SES qualifications.



Download a list of our Leadership courses mapped to OPMs Executive Core Qualification and Fundamental Competencies

Management Concepts Leadership Pathways

Our programs are structured to allow participants to individualize their leadership development program by entering at the appropriate career stage.



FOCUS AREAS/SPECIALIZED SKILLS

Courses beyond the Core training provide you with the specialty skills needed for your specific work environment or to address a specific gap. Take as many or as few as you need.

ESSENTIAL SKILLS

CAREER PROGRESSION

Custom, Customizable, and Tailored Leadership Content

Leadership and Supervisory Development Options for 1 — or 1,000 — Participants

We offer numerous leadership and supervisory program options for agencies that have more specialized needs.

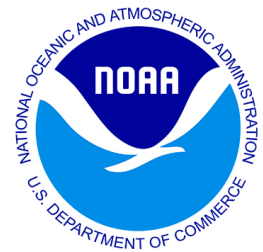
Custom: Bespoke Leadership Programs

If an agency has unique requirements or highly specialized content, it may require a fully custom program. Recently, the Association for Graduate Enrollment Management (NAGAP) approached us to build a Leadership Academy to complement an existing PDI program. Our solution included a blended learning approach and 360-degree assessments, along with the opportunity to work with certified leadership coaches. Read about our **Custom Learning Solutions**.



Customized: Specialty-Built Leadership Programs

We developed customized leadership training courses for the National Oceanic and Atmospheric Administration (NOAA) using NOAA-specific policies and procedures and related content. Cohort members reported significant skill-building enhancements in key leadership areas and a greater connection to their agency's mission.



Tailored: Professional Government Supervisor Program

Our **Professional Government Supervisor Program** offers 30 topic areas to build group training for your front-line supervisors and mid-level managers that maps directly to the OPMs Supervisory Training framework. Select the modules that address your team's unique skills gaps, or choose one of our pre-designed packages. Most classes run a half-day in length and can be delivered online or at your office by our experienced instructors.



For Senior Leaders:

Our Partnership with The Center for Creative Leadership®

For the senior-most leaders, we have partnered with CCL® to offer several courses, including the acclaimed Leadership at the Peak (LAP) program for SES and SES-candidates at the top three tiers of the agency. LAP is a once-in-a-career opportunity to maximize personal leadership power and accelerate organizational commitment, alignment, and results. This collaborative program is an addition to our comprehensive line-up of leadership courses. Enrollment is by application only. Get the details at [ManagementConcepts.com/CCL](https://www.managementconcepts.com/CCL)



Center for
Creative
Leadership®

Other Support Services

Coaching and Assessment Services Help You Shape Your Leadership Plans

From change management plans to team and individual talent development and effective assessment and coaching tools, our focus is on making your workforce initiatives a success. Our services are available alone or in conjunction with other programs. They can be purchased through the **GSA schedule**, **BPA**s, and Human Capital vehicles such as **HCaTs**.

Coaching and Mentoring Services

Coaching is a powerful tool that can be used throughout your organization for anyone at any level who is ready to create personal and professional change. Our custom leadership development programs integrate individual and group coaching to personalize the learning experience. If you already have an in-house leadership development program, we can help you leverage coaching to optimize your investment. We have a cadre of more than 80 coaches who bring various experiences and expertise to support all levels of leadership, including the Senior Executive Service, C-suite, GS 15/14, supervisors, managers, and team leads, as well as high-potential staff.

Assessments

When it comes to leadership development, having a proper understanding of each candidate's strengths is essential. We offer a full range of assessment solutions that help organizations make more informed hiring decisions, performance management, promotions, and succession planning. Our assessment process starts with understanding the organization's mission, priorities, and performance challenges. We then survey and interview the staff to identify gaps between actual and desired performance. Our expert consultants analyze these performance gaps and diagnose root causes as the foundation for a comprehensive, executable performance plan.

Modernize Your Agency Leadership Program with Content Virtualization

If your agency has an in-house leadership development program or other proprietary content that it would like to distribute more broadly to employees, we can convert your in-classroom Instructor-Led Training (ILT) content to either Virtualized Instructor-Led Training (VILT) or an eLearning option.



VILT courses are an excellent solution if you have a dispersed workforce or have a team that needs to train together to optimize results.



E-Learning courses are very suitable for training large numbers of people quickly and for individual student skills practice, refresher courses, and highly specialized topics.

Our expert Instructional Designers can assess your current content and objectives and work with you to create the components required for an engaging online learning experience. Hosting services and trainers are also available.

Distinguish Yourself

Enroll in a Certificate Program

What Is a Certificate Program?

A certificate program is a series of courses that enable participants to focus on an area of specialty to develop new skillsets and increase professional marketability. Our career-oriented certificate programs include curricula that span across numerous subject areas — equipping you with knowledge that easily transfers from the classroom to the workplace. Distinguish yourself from your peers and invest in your future by completing a certificate program with Management Concepts.



Leadership Certificate Program

Exercise stronger leadership capabilities and prepare for new leadership roles with essential principles, awareness, and practical application of emotional intelligence, engagement, and problem-solving skills.

Core Courses (sample):

- Leadership Skills and Techniques
- The Effective Federal Leader
- From Tactical to Strategic Thinking
- Engaging Leadership
- Leading Strategically in the Federal Government

Choose 3 Core Courses and 3 electives.

Professional Skills Certificate Program

Strengthen your core communication and interpersonal skills to improve your performance and advance your career in support of the federal government.

Core Courses:

- Briefing and Presentation Skills
- Business Writing
- Critical Thinking for Problem Solving
- Interpersonal Skills: Developing Effective Relationships

Complete 4 Core Courses and choose 2 electives.

Supervision Certificate Program

Cultivate the critical supervisory skills you need to develop others, monitor performance, manage conflict, and make decisions.

Core Courses:

- Anytime Coaching
- Building and Sustaining Teams
- HR Essentials for Government Supervisors
- Supervising Employee Performance

Complete 4 Core Courses and choose 2 electives.



Explore all Management Concepts Certificate Programs.
ManagementConcepts.com/CP

For nearly 50 years, Management Concepts has designed and delivered scalable, customized, and targeted learning solutions for the federal government. Our singular focus is identifying and addressing workforce skills gaps from individual course delivery to comprehensive organizational plans.

8230 Leesburg Pike, Tysons Corner, VA 22182 | 800.545.8579 | ManagementConcepts.com

