

What does this mean to YOU!

If you are a new or experienced USCG Supervisor, this training is for you.

To learn more about the DHS Leader Development Program and the Cornerstone Program visit our website and view the Coast Guard's video infomercial at www.uscg.mil/leadership/courses/dhs_ldp_video.asp.

The video was designed to help USCG supervisors better understand the origins of Cornerstone: what it is, why it was developed, and how it will impact USCG supervisors.

To learn more about how the Coast Guard will implement the Cornerstone Program visit our website and download a copy of our brochure "Coast Guard Introduces...DHS Cornerstone" at www.uscg.mil/leadership/courses/dhs_cornerstone.asp. This brochure will be updated as new products are developed and introduced to the USCG workforce.



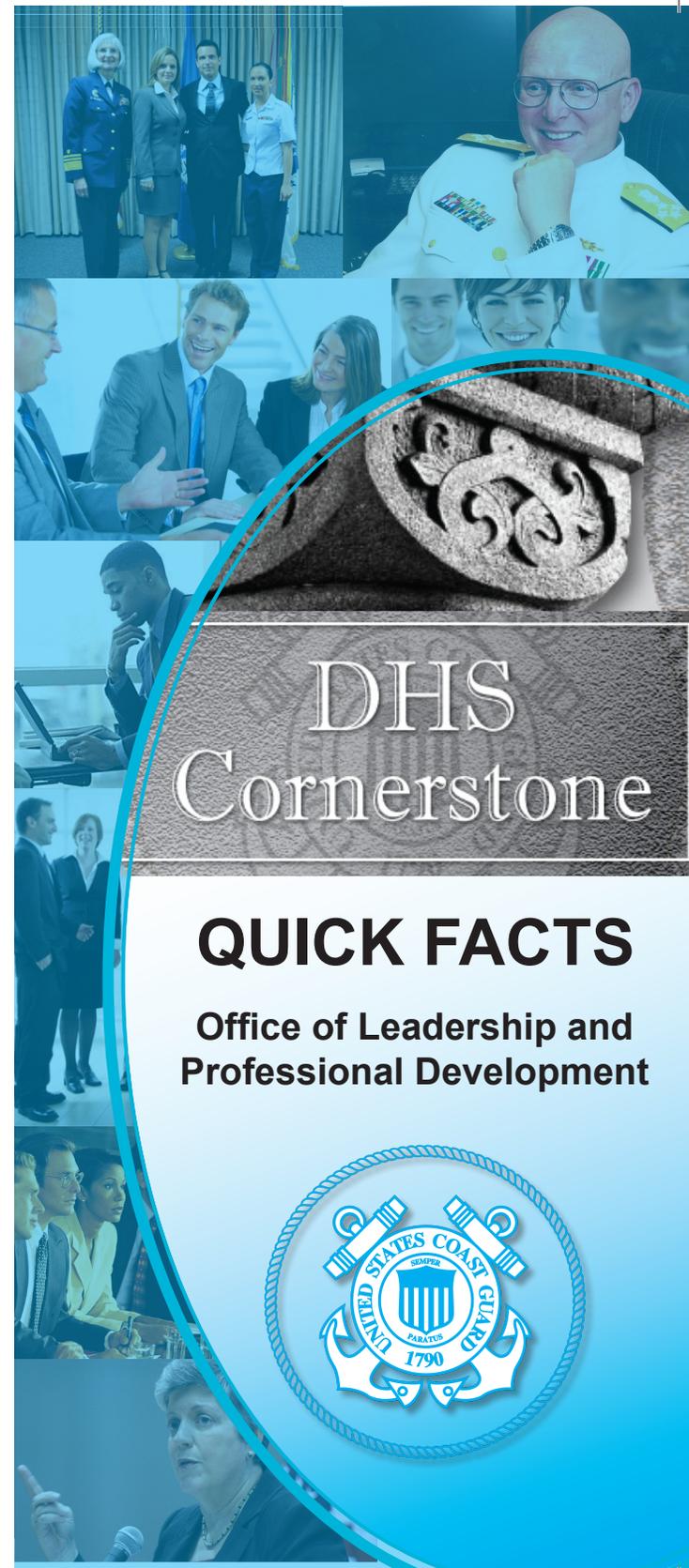
United States Coast Guard
U.S. Department of Homeland Security



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**DHS
Cornerstone**

QUICK FACTS

**Office of Leadership and
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What is Cornerstone?

The **Cornerstone Program** is a vital element of Secretary Napolitano's DHS Leader Development Program (LDP) established in May 2010 under the Office of the Chief Human Capital Officer in order to elevate the importance of leader effectiveness across DHS as an investment in mission achievement.

This program provides a developmental roadmap for new and seasoned supervisors at all levels across the Department, and is the first and most critical element of the Framework established under the LDP. The Cornerstone Program is designed to take a baseline requirements approach in order to optimize the many established leader development activities already in place across the Department, and highlight opportunities for increasingly efficient, effective, and consistent development—while still supporting Component-specific mission-centric leader development as necessary.

The Cornerstone Program includes the following product suites:

- Understanding the DHS Leadership Commitment
- Supervisory Onboarding: L90X
- Fundamentals of DHS Leadership
- Continuous Supervisory Leader Development

Understanding the DHS Leadership Commitment

Designed for non-supervisory DHS employees. DHS employees serving in a 'Acting' supervisory capacity, and external applicants to DHS supervisory positions seeking to better understand the roles & responsibilities inherent in supervision.

Requirement:

- A Day in the Life of a DHS Supervisor

Supervisor Onboarding: L90X

Designed for all first-time supervisory appointments at all levels. All of the following onboarding activities are to be completed within **90 days** of entrance on duty.

Requirements:

- Welcome Kit (Welcome Letter; Onboarding Checklist)
- Mentoring (8 hours within first 90 days by a seasonal supervisor)
- Baseline Assessment (identify individual strengths and developmental needs)
- Interactive Group Orientation (includes Delegating, Managing, and Evaluating work; Leading and Developing Talent; Strategic and Business Management; Federal Management Environment).

Fundamentals of DHS Leadership

Designed for all first-time federal supervisors. Minimum 40 hours (at least 24 classroom) to be completed within 11 months of appointment.

Requirements:

- 18 Knowledge Areas and Detailed Learning Objectives. For example:
 - Leadership Roles and Responsibilities
 - Building and Sustaining Your Team
 - Managing Conflict
 - Diversity, Inclusion, and Culture of Respect

DHS Continuous Supervisory Leader Development

Designed for all DHS supervisors beyond their first year.

Requirements:

- Minimum 12 hours of annual self-development from internal or external providers including Performance Management and at least one of the competencies.
- Minimum 12 hours of annual leader-as-teacher "giveback" (contributing to another individual's leader development).