

DHS Leader Development Program Framework

This Framework provides a strategic architecture for enabling an intentional culture and a consistent continuum of optimum leader development investment across the Department. The Leader Development Program builds upon this Framework to result in effective leaders at all levels who drive strong mission performance in dynamic environments across the Homeland Security enterprise.

<p>Executive National & Global Leader</p> <p>Leading the institution</p>	<ul style="list-style-type: none"> • Strategic Stewardship • Lead organizational culture • What will my legacy be? 	<p style="text-align: center;"><u>CAPSTONE</u></p> <ul style="list-style-type: none"> • Development Plan • Executive Onboarding Suite • Capstone Core Development Experience • Continuous Annual Development (12/12 Development/Leader as Teacher “Give-Back”)
<p>Manager Second-level Supervisor</p> <p>Leading organizations and programs</p>	<ul style="list-style-type: none"> • Coalitions and Collaboration • Cross-functional Management Strategies • Is becoming an Executive for me? 	<p style="text-align: center;"><u>KEYSTONE</u></p> <ul style="list-style-type: none"> • Development Plan • Manager Onboarding Suite • Keystone Core Development Experience • Continuous Annual Development (12/12 Development/Leader as Teacher “Give-Back”)
<p>Supervisor First-line Supervisor</p> <p>Leading performance</p>	<ul style="list-style-type: none"> • Direction and Results • Building Engagement while Managing Resources • Is becoming a Manager for me? 	<p style="text-align: center;"><u>CORNERSTONE</u></p> <ul style="list-style-type: none"> • Supervisor Onboarding Suite • Fundamentals of DHS Leadership • Continuous Annual Development (12/12 Development/Leader as Teacher “Give-Back”)
<p>Team Lead Group Lead</p> <p>Leading others and projects</p>	<ul style="list-style-type: none"> • Partnership and Credibility • Influence and Collaboration • Is becoming a Supervisor for me? 	<p style="text-align: center;"><u>MILESTONE</u></p> <ul style="list-style-type: none"> • Milestone Core Development Experience • Book of the Year (optional) • Mentoring (optional) • Supervisor Shadowing (optional)
<p>Team Member Individual Contributor</p> <p>Leading self</p>	<ul style="list-style-type: none"> • Organizational Citizenship • Technical Leadership and Role Model • Is formally leading others for me? 	<p style="text-align: center;"><u>FOUNDATIONS</u></p> <ul style="list-style-type: none"> • Foundations Core Development Experience • New Employee Orientation • Understanding the DHS Leadership Commitment • Book of the Year (optional) • Career Coaching (optional) • Communities of Practice (optional)