

Leadership Matters

DHS Leader Development Program

“People almost never change without first feeling understood.” – Douglas Stone



Tip of the Month:

Seeking options for your Cornerstone Continuous Development 12-hour requirement?

Check out these Skillsoft courses:

Managing Employee Development

ID: [amg_02_a02_bs_enus](#)

Developing a Successful Team

ID: [atm_01_a02_bs_enus](#)

News You Can Use

[The DHS Coaching Collaborative](#) – check out the Coaching Talent Bank and invest in your success!

Have you thought about a rotational opportunity? Go to the [Homeland Security Rotations Program](#).

Want to know more about Cornerstone, Keystone, or Capstone? Visit the [DHS Leader Development Program](#).

Did you know that the LDP identifies targeted development for [Team Members and Team Leads](#)?

Don't forget, seasoned DHS Leaders must complete [12 hours of Leader as Teacher "Give Back"](#) – write a blog, be a mentor, hold a brown bag lunch....

Questions? Contact your component [LDP Action Officer](#) or email LeaderDevelopment@hq.dhs.gov.

Got a minute (...or three?)
Check these out!

[People Really Are Your Most Important Asset](#)



Video (3 minutes)
Bookid = 56175

[Brilliance by Design: Creating Learning Experiences That Connect, Inspire, and Engage](#)



Book (241 pages)
Bookid = 40370

[Developing An Innovative Training Program](#)



Video (5 minutes)
Bookid = 39282

[The 2020 Workplace: How Innovative Companies Attract, Develop and Keep Tomorrow's Employees Today](#)



Book (139 pages)
Bookid = 37088

Points to Ponder

“Learning” isn’t about a course – it’s about a course of action!

Inspiring Creativity and Innovation

Step 1: Complete this course Managing Employee Development (ID: [amg_02_a02_bs_enus](#)) to learn about tactical strategies for developing your employees.

Step 2: Then follow through by creating opportunities that inspire development, creativity and innovation using the ideas for action below:

- Schedule regular calls with your employees to get to know them and their goals.
- Provide specific time for your employees to focus on their development and ideas.
- Encourage open communication so problems, ideas, and solutions can be shared and explored.
- Create internal opportunities for your employees to gain new experience and skills. Cross training can be done on a day-to-day basis, weekly, or even monthly.
- Shuffle some jobs duties around between your employees. Not only will they develop new skills, but they'll learn an appreciation for what other employees contribute to the team. Start with small assignments and pair up employees to work together.
- Look for ways to challenge your employees while giving them new experiences.

Real World Research

“HHS, NASA & the Surface Transportation Board...have made concerted efforts to encourage and reward employee creativity...to create work environments that support innovation.” –

"2014 Best Places to Work in the Federal Government Analysis: Innovation,"¹ Partnership for Public Service, 2014

Outcome

Improve knowledge and capability in the area of developing others and inspiring creativity and innovation by reviewing these resources.

December 2017