

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:

Cultivating Relationships with Your Peers

ID: [apd_04_a01_bs_enus](#)

Building Your Professional Network

ID: [apd_04_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!

Points to Ponder

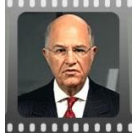
“Learning” isn’t about a course – it’s about a course of action!

[Four Relationship Stages](#)



Video (4 minutes)
Bookid = 56603

[How to Build a Relationship](#)



Video (1 minute)
Bookid = 57285

[The Relationship Engine: Connecting with the People Who...](#)



Book (221 pages)
Bookid = 119847

[The Trusted Executive: Nine Leadership Habits that Inspire](#)



Book (240 pages)
Bookid = 112621

Cultivating Relationships with Your Peers

(Access Skillsoft through [Skillport](#) using the single sign-on; once in Skillsoft search in the upper right hand corner using title, author, or ID.)

Step 1: Complete the course Cultivating Relationships with Your Peers (ID: [apd_04_a01_bs_enus](#)) This course explores how you can identify the peers in your organization who are especially important in meeting your goals and how to develop and maintain solid, mutually beneficial relationships with these people.

Step 2: Ask yourself the following questions:

- How can Emotional Intelligence de-fuse potential political issues?
- What steps have you taken to establish collaboration with key peers?
- What experiences in your life have taught you people are naturally driven to reciprocate?

Step 3: Complete these ideas for action below:

- Demonstrate respect for your peers by listening actively, acknowledging opinions even if they clash with yours
- Choose examples of effective steps to build strategic peer relationships
- Describe how to keep your peer relationships healthy

Do You Know:

- What’s at the core of any professional relationship? One word: trust. It’s absolutely necessary in order to establish not only your reputation, but also a strong network of people who will help you throughout your career.¹ *WWW.Monster.com : Daniel Bortz, Monster contributor*
- The 5 biggest mistakes you’re making with work relationships?

Real World Research

New data from Gallup reminds us what we already know: "trust and confidence in the federal government's ability to handle problems has reached an all-time low." But, it's not just historic low trust in government. Consider this headline grabber: "82 Percent of People Don't Trust the Boss to Tell the Truth." From government shutdown rancor and fact-lacking finger-pointing to win-any-way-you-can athletes and winner-take-all executive pay plans, too many people are operating as if their relationships at work—those with constituents, stakeholders, or colleagues are unimportant.

Outcome

Political savvy and skill will help competent leaders sell their ideas and influence others to benefit the organization in ethical ways.