

DHS Leader Effectiveness Framework

Training Prepared and Accountable Leaders To Drive Strong Mission Performance

Role	Accountability	Prepare	Advance
Executive Leading the Institution	Sustain Organizational Results Align With Legislative, Judicial, National, and Global Mandates	<input type="checkbox"/> Executive Onboarding: Orientation, Mentoring, 360 Degree Assessment <input type="checkbox"/> Initial Leadership Training to lead organizational effectiveness within the strategic federal context <input type="checkbox"/> Annual Development	<input type="checkbox"/> Improve decision-making capabilities through coaching <input type="checkbox"/> Practice new leadership skills through scenarios, case studies, and simulations
Manager Leading Cross-Functional Organizations	Drive Responsible Resource Management Leverage Efficient Multi-Sector Partnerships	<input type="checkbox"/> Manager Onboarding: Orientation, Mentoring, Assessment <input type="checkbox"/> Initial Leadership Training to drive collaboration across units and justify return on investment <input type="checkbox"/> Annual Development	<input type="checkbox"/> Gain new skills and deliver essential results through details into other positions or special projects/joint task forces
Supervisor Leading Results	Direct Data-Supported Results Support, Monitor, and Assess Individual Performance	<input type="checkbox"/> Supervisor Onboarding: Orientation, Mentoring, Assessment <input type="checkbox"/> Initial Leadership Training to understand basics of supervision, administration, and delegation <input type="checkbox"/> Annual Development	<input type="checkbox"/> Expand knowledge through the experience of rotations and developmental assignments
Team Lead Leading Groups	Deliver Cohesive Projects/Programs Lead Collaborative Processes	<input type="checkbox"/> Training to influence others to work together through informal authority	<input type="checkbox"/> Increase exposure to leading by shadowing a seasoned leader <input type="checkbox"/> Gain perspective and increase options through mentoring
Team Member Leading Self	Produce Effective Results Continuously Increase Knowledge and Skill	<input type="checkbox"/> Training to ensure quality, timeliness, and impact of work	<input type="checkbox"/> Learn how others deliver results through interviews <input type="checkbox"/> Boost performance through reading, instructional videos, and presentations