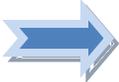
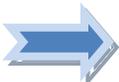


Employee Development Guide

| | | Level | Core Competencies | Suggested Development Activities |
|--|------------------------------|----------------------|--|---|
| Leading & Managing Organizations  Leading & Managing Programs  Leading and Managing People  | 360 -Degree Assessment | Executive | Entrepreneurship External Awareness Vision | 360-Degree Assessments AgLearn Courses Executive Development Plan Executive Coaching Mentoring Program Executive Continual Learning Programs |
| | | Manager | Creativity and Innovation Financial Management Partnering Political Savvy Strategic Thinking Technology Management | 360-Degree Assessments AgLearn Courses Individual Development Plan (IDP) Coaching Manager Training Federal Executive Institute Mentoring Program Rotations and Details for succession planning SES Candidate Development Program Leadership Essentials Certificate Program |
| | | Supervisor | Accountability Conflict Management Developing Others Human Capital Management Leveraging Diversity | 360-Degree Assessments AgLearn Courses Individual Development Plan (IDP) Leadership Essentials Certificate Program Supervisor Training Mentoring Program Rotations and Details for succession planning |
| Managing Projects  Managing Yourself  | Self / Supervisor Assessment | Team Leader | Decisiveness Influencing / Negotiating Team Building Technical Credibility | 360 / 180 -Degree Assessments AgLearn Courses Individual Development Plan (IDP) Mentoring Program Rotations, Details and training to develop competencies Team Leader Training, Aspiring Leader Program |
| | | All Employees | Continual Learning Customer Service Flexibility Integrity/ Honesty Interpersonal Skills Oral Communication Problem Solving Public Service Motivation Resilience Written Communication | AgLearn Courses Develop and implement Individual Development Plan (IDP) Mentoring Program Rotations and Details Programs for Interns Supervisor Assessments Technical training to develop job skills and competencies Aspiring Leader Program |