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## HR Committe Offers Leadership Training Sessions

*Earl E. Devaney*  
*Chair, HR Committee*

To strengthen leadership and enhance succession-planning efforts in the Inspector General community, the Human Resources Committee has evaluated a series of leadership training programs from a number of graduate schools, private vendors, and the OPM Federal Executive Institute. All program proposals had tremendous potential and interesting and valuable curriculum.

After careful consideration, the Committee, composed of several IGs and representatives from all IG disciplines, has selected the American University Institute for the Study of Public Policy as the institution to offer IG specific leadership training. The American program will encompass three graduate-level leadership courses leading to a Key Executive Leadership Certificate for IG managers. Those who successfully complete all three courses will also be eligible for up to 9 credit hours toward a master's degree in public administration from the Key Executive Master's of Public Administration Program at American University.

The three American courses build upon one another and will need to be taken in sequence. All sessions include individual executive coaching, and the first and last programs in the sequence include a 360-degree evaluation. Learning modules will be built around the Inspector General environment. The courses are designed for existing managers and promising future managers at the GS-13 through SES levels.

The first session will be from October 19 through 26, 2007, at the Hyatt Arlington of Washington's Key Bridge, 1325 Wilson Boulevard in Arlington, VA. American has set an ideal student attendance limit of 20 to 25 students. For the first offering of Session 1, 23 students from 11 IG offices have been registered.

Additional course sessions have been scheduled as follows:

- ♦ Session 1: \$4,650/student, which includes 8 days of instruction, a 360-degree evaluation, and an initial 2-hour coaching session with a follow-up 1.5-hour coaching session. Dates: April 11-18, August 8-15, October 10-17, 2008.
- ♦ Session 2: \$3,050/student, which includes 5 days of instruction and two 1.5-hour coaching sessions. Dates: October 20-24, 2008.
- ♦ Session 3: \$3,200/student, which includes 5 days of instruction, a 360-degree evaluation, and one 2-hour coaching session. Session 3 will be scheduled in FY 2009.

Those interested in registering for any of the American University programs should contact the American University Academic Advisor for the IG Leadership Program, Sophie Idilbi ([si8400a@american.edu](mailto:si8400a@american.edu)), or her back-up, Nina Allen ([nallen@american.edu](mailto:nallen@american.edu)). The overall coordinator for these programs is Robert Tobias, Director of Public Sector Executive Education, American University ([rtobias1@verizon.net](mailto:rtobias1@verizon.net)).

Additionally, the HR Committee has pursued developing a senior leadership retreat with the Wiley Group built around their "Transformational Journey from Gettysburg Program" that was previewed at this year's IG retreat. Steve Wiley and his staff have developed a dynamic leadership seminar that will meet the needs of IGs and their senior leadership team for a short, 2-day concentrated leadership course and team building experience. Representatives from several OIGs met with the Wiley Group to select IG-centric training modules. This leadership program will initially fill the need for a short and effective leadership experience at the SES level and may be offered later to other levels of the supervisory ranks.

The first Transformational Journey from Gettysburg session for the leadership teams from the DOI OIG and the U.S. Postal Service OIG will be from October 31 through November 2, 2007. The IGs or their representatives (from 7 agencies) will monitor this initial offering. Two additional dates in 2007 are currently available for IGs interested in additional senior-level leadership training. These are December 4 through 6, 2007, and December 11 through 13, 2007. Other dates in 2008 will also be available. The price will be in the \$3,000 to \$4,500 range, per attendee.

Please contact me or Mike Wood, Chief of Staff, DOI OIG, at (202) 208-5745 if you have any questions regarding these two leadership offerings.

Finally, FEI will continue to run its PCIE/ECIE Leadership Course in Charlottesville, VA. The cost of this program will be \$6,995 per attendee. The next two courses have been scheduled for November 26 through December 7, 2007, and April 28 through May 9, 2008.