

# Leadership Program

## Vision:

To create a leadership-centered culture throughout the USGS that emphasizes the importance of people in the USGS to ensure high-quality science for the benefit of society

## USGS Guiding Principles:

- Be respectful
- Value differences
- Collaborate
- Be accountable
- Encourage
- Communicate
- Focus

**Discover and bring out the best in ourselves, others, and the organization**

## Creating the Culture

All leadership courses are filled through a nomination process

<b>Leadership 101 (L101)</b>	<i>5-day course</i> , wide range of theory and practice of leadership principles	USGS employees GS 12-15	Held twice per year Shepherdstown, WV
<b>Leadership 201 (L201)</b>	<i>5-day course</i> , continuation of Leadership 101	USGS employees GS 12-15	Held twice per year Shepherdstown, WV
<b>Leadership Intensives (LI's)</b>	<i>2-day course</i> , intense exposure to leadership theories, practices and concepts	All USGS employees	Held in various locations throughout the year
<b>Train-the-Trainer (T3)</b>	<i>3-day course</i> , application of leadership principles; fundamentals for teaching and coaching	USGS graduates of L201, TLP, ELP, FEI, SES/CDP	Held as needed
<b>Leadership Intensive Instructor Workshop</b>	<i>3-day workshop</i> , provides additional training and support to LI instructors and coaches through either a workshop or a cyber seminar	Instructors and coaches for LI's	Held once per year
<b>Leadership Website</b>	Communicates and provides leadership information and tools	All USGS employees	<a href="http://training.usgs.gov">http://training.usgs.gov</a> click on "Leadership Program"
<b>Discussion Board</b>	Helps to keep the "Leadership Fire" burning	USGS graduates of L101, L201	Available on web site
<b>Excellence in Leadership Award</b>	Recognizes an individual or group that exemplifies and supports the USGS goal of developing a leadership-centered culture	All USGS employees	Presented annually
<b>Leadership Coin</b>	Acknowledges excellent acts of leadership - "pass it on"	All USGS employees	"Passed on" often
<b>Leadership Stories</b>	Offers stories of USGS acts of leadership	All USGS employees	Available on web site

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**LEADERSHIP... getting to the ♥ of the matter**