



The Department of the Interior

Executive Development Plan FY2011



The Executive Development Plan serves as the blueprint for all short-term and long-term developmental activities to enhance an executive's performance. Developmental activities should develop a broader perspective and deeper knowledge of the Executive Core Qualifications (ECQs), the Department of the Interior, and the Federal government. Plans shall be updated annually.

ECQs for Executive Performance

Leading Change: Creativity and Innovation, External Awareness, Flexibility, Resilience, Strategic Thinking, Vision

Leading People: Conflict Management, Leveraging Diversity, Developing Others, Team Building

Results Driven: Accountability, Customer Service, Decisiveness, Entrepreneurship, Problem Solving, Technical Credibility

Business Acumen: Financial Management, Human Capital Management, Technology Management

Building Coalitions: Partnering, Political Savvy, Influencing/Negotiating

a. Name:

b. Position Title:

c. Bureau/Office:

d. Learning Goals

Developmental goals to support the achievement of your Performance Plan

e. Formal Training

Courses, seminars, educational programs, degree/certificate programs

f. Informal Activities

Book clubs, speaker forums, conferences, inter-bureau initiatives, peer coaching, leadership circles

g. Developmental Activities

Details/rotational assignments, task force, inter-bureau/agency initiatives

Employee signature:

Date:

Supervisor signature:

Date:

Executive Resource Board Member signature:

Date: