



LEADERSHIP DEVELOPMENT PROGRAM



Leadership Development Program Web Site

This site is available to all USPTO employees, supervisors, managers, and executives. It is intended to provide them with information they need regarding opportunities available through the USPTO Leadership Development Program (LDP).

The LDP is built on the foundation that leadership is everybody's business and the USPTO is committed to educating and growing leaders throughout all levels of the organization.

The website has multiple functions, such as:

- Defining and promoting the USPTO Leadership Vision
- Providing information on leadership competencies and opportunities for exploring them.
- Serving as a portal to resources and supplemental sites such as the:
 - Supervisory Resource Center;
 - 180 Leadership Assessment;
 - Agency's learning management system (Commerce Learning Center) where employees can take online training or register for instructor-led training classes; and
 - Leadership In Action program, which provides employees the opportunity to recognize supervisors for embodying the USPTO Leadership Vision and exemplifying superior leadership skills.

Online Supervisory Resource Center

This site is designed for all USPTO supervisors, managers, and executives. It provides them with just-in-time information and support they need as they carry out their day-to-day supervisory tasks.

The site provides detailed information, tools and resources in key supervisory topic areas, such as EEO and Reasonable Accommodation, Time & Attendance, and Performance Management, to name a few.

Subject matter experts on the key topics worked in concert with instructional system designers to ensure the information was both accurate and easy to follow.

180° Leadership Assessment

This site is designed to help employees, supervisors, and managers identify their strengths and development needs as a leader at the USPTO. The assessment tool measures competency and proficiency compared to expectations of each person's leadership level. The competency expectations were developed based on findings from executive interviews, employee perspectives through focus groups, and best practices.

Employees who take the assessment receive a confidential report that compares how they rated themselves against expected ratings. If they invited their supervisor to provide ratings, the employees see those in the report as well. The employees can use that report to discuss developmental opportunities and options with their supervisor.

In addition to providing access to the assessment tool, the site also educates employees on the leadership development process from setting goals and discussing strategies with their supervisor, to creating a leadership development plan to map out and track their progress. The site provides suggested developmental activities for all of the competencies targeted by the USPTO Leadership Development Program.

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Send questions and comments to EnterpriseTrainingDivision@uspto.gov.