



THE OPM ADVANTAGE: WORLD-CLASS LEADERSHIP DEVELOPMENT FOR INDIVIDUALS AND ORGANIZATIONS

Are you...

- ...a **Federal Employee** looking to advance your career?
- ...a **Government Manager** trying to boost your staff's performance?
- ...a **Training Officer** responsible for developing your organization's capacities?

Whatever your needs, the U.S. Office of Personnel Management is your best source for Government-to-Government leadership development.

OPM provides customized leadership development solutions, as well as a wide range of open-enrollment courses with a catalog of more than 60 courses offered every year.



Why OPM Leadership Development?

We Set the Standard

OPM is, simply put, the expert on Federal Government leadership development. We were instrumental in developing the five Executive Core Qualifications (ECQs)—*standards now used to recruit and evaluate personnel throughout Government*. You can benefit from that same level of insider knowledge when you or your staff attends one of our expertly designed training courses.

There's no better place for leadership training in Government than OPM—after all, you're probably being evaluated by OPM criteria already. So why not train with the agency that sets the Government's standards for leadership excellence?

Learn With Us, Network With Your Peers

OPM's three locations in the eastern and western United States provide a welcoming hub for interagency learning and networking. A stay at one of our facilities brings together leaders throughout Government, spurring conversations, idea exchanges and connections that last for years and enrich your leadership resources.

The OPM leadership development experience isn't just a lecture in a classroom—it cultivates the whole person. Located in peaceful environments free from day-to-day workplace distractions, OPM's centers foster intensive learning that recognizes every Federal professional as a unique individual. These full-service facilities, shown below, offer the latest business technologies, tension-relieving amenities and contemplative settings for an enriching learning experience.



Western Management Development Center, Aurora, CO



Federal Executive Institute, Charlottesville, VA



Eastern Management Development Center, Shepherdstown, WV

Besides developing *Great Leaders for Great Government*, OPM leadership training:

- Builds high-performing organizations
- Delivers high-quality results at competitive cost
- Offers open-enrollment courses and customized solutions



Customized Training for Your Agency's Unique Needs

Sometimes an agency's needs call for specialized solutions. That's when OPM comes in. Drawing on our staff of seasoned Government experts and instructors, we can design customized development programs, responsive to your organization and staff, that can be delivered on-site at your agency, online, or a combination of the two. It's up to you.

Flexible Options for Busy Leaders

OPM knows that Government professionals face many demands on their time. That's why we have created alternatives to our traditional residential courses:

Blended programs combine online and residential learning, allowing course participants to begin learning on their own before attending a shortened residential component.

Online-only programs make the most of information technology to give participants the ultimate in convenience and flexibility, providing features such as multimedia "webinars" and interactive group discussions. Set times for virtual discussion allow the opportunity to network with peers online.

OPM delivers custom-designed programs at our facilities—or yours. When our Custom Solutions staff tailors OPM's expert development solutions to your agency's specific needs, we can bring our instructors and learning materials to your facility, making OPM your best choice for development where you need it.

Frequently Asked Questions About OPM Leadership Development

What benefits does OPM leadership development have for organizations and individuals?

Study after study shows that leadership development helps employees overcome workplace challenges, while imparting career-enriching skill sets. And because OPM was key to developing the Executive Core Qualifications (ECQs)—the standards by which leaders are measured throughout Government—we continue to be the best resource for delivering Federal leadership development at all levels.

Why is OPM the best leadership development choice for Government employees?

As the Federal Government's human resources experts, OPM specialists deliver professional development programs by Government, for Government™. Not only does OPM have the expertise and experience in Government no one else has, we're also one of the most cost-effective development solutions around, with an expedited procurement process that accepts a variety of payment methods from all Federal agencies.

What levels are targeted by OPM leadership courses?

OPM's Government-specific development programs are open to everyone in Federal, state, local and international government positions, from aspiring leaders to senior executives. Our programs are attended by thousands of participants each year throughout the GS and SES grades.

Is OPM leadership development appropriate for my agency or duties?

OPM's leadership building courses are attended by participants from more than 300 Federal agencies, as well as representatives from state, local and international governments. In addition, the leadership criteria used to recruit and evaluate Government personnel—the Executive Core Qualifications (ECQs)—originated from OPM's expertise on the Federal workforce, and we continue to develop impactful leadership resources for agencies Government-wide, no matter their mission.

How do I pay for OPM leadership development?

OPM always accepts agency-specific procurement forms, but the fastest way to reserve your place is by registering online with a Government Purchase Card. Whichever method you choose, you will enjoy a simplified procurement process that's quick, easy and convenient—no complex contracting procedures required!

Does OPM offer additional leadership development opportunities?

OPM offers the Leadership Education and Development (LEAD) Certificate Program, which equips aspiring and experienced Government leaders with the tools to advance—and document—their leadership skills through a targeted set of OPM courses. We also offer the Executive Master of Public Administration Program (Executive MPA), which is conducted in partnership with leading universities and confers a full master's degree in advanced public policy administration.



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