



“The training provided me with new tools and skills to take action and have a positive impact in transformational change. I was given the opportunity to learn creative ways to deliver the best care anywhere.”

Leadership and Change Program Participant

VALU Leadership and Change Programs: The Change Training Support You Need, How and When You Need It

To support Veterans Affairs (VA) as it transforms into a 21st Century institution that better meets the needs of our Veterans and their families, VA Learning University is offering you and your staff a chance to develop the tools and skills to understand and lead this change.

That’s why VA Learning University (VALU) has launched the Leadership and Change Programs—designed to give you timely, useful training in change and transformation. This ambitious, multi-faceted training initiative provides targeted learning that addresses the needs of VA employees at every experience level and creates customized training to assist all VA organizations in meeting their individual learning goals. From organization-wide training programs—designed to focus entire VA facilities or departments on working together to achieve their goals—to team-focused and individual trainings that help VA employees in their own professional development path, we have the training that is right for you.

Catalog Course Offerings: Mapping an Individual Path to Excellence

For organizations seeking to lay the groundwork for change, VALU offers in-person classes at a variety of locations as well as instructor-led, real-time, web-based training. Organizations and VA employees can choose from a wide array of courses, with options for program-based training, manager and supervisor training, and transformational leadership training. If you need assistance in determining the correct training for you, simply e-mail VALU.training@va.gov and VALU will assist you or your organization in determining the appropriate training to meet your needs. With topics such as *Communicating to Get Results*, *Leading at the Speed of Trust*, and *Managing Self through Change*, you will learn critical skills to help ensure you are an active change agent to better serve our Veterans. Visit <https://www.tms.va.gov> for a full listing of courses brought to you by VALU.

Change Academy: Transforming Your Organization

The Change Academy is ideal for leaders who are seeking support for broad, organizational change. It may range in scale from one or more interdependent departments of less than 50 to an entire facility of 1,000 or more. Academies, which include multiple courses, are highly customizable to meet the needs of the organization and can be a great catalyst to help colleagues work together to identify and address high-priority organizational challenges.

Change Certificate Program: Tailored Training for Every Job Level

To provide targeted learning according to experience level while advancing VA's transformation initiatives, VALU offers three distinct change certificates for VA staff at every professional level. The program for non-managers and entry-level staff, *Recognizing and Contributing to Change Initiatives: Personal Focus*, addresses professional growth through change. The program for mid-career personnel, *Becoming a Leader of Change Initiatives: Advanced Personal Focus*, explores becoming a change agent. For managers and supervisors, *Leading Change Initiatives: Orchestrating as Team Leader* focuses on leading and driving change. The certificate programs, which range in length from two days to five, contain an "action learning" element designed to apply creative thinking tools to real-life VA challenges and opportunities.

Executive Candidate Development Program (CDP): Training Tomorrow's Leaders

This rigorous, VA-specific development program targets high-performing GS-14s and 15s who aspire to the Executive ranks. The program includes 18-24 months of training with four weeks of residential training, and supports the transformational goals associated with a 21st century VA. Certified by the Office of Personnel Management and offered in conjunction with the Office of Human Resources and Administration (OHR&A) Corporate Senior Executive Management Office (CSEMO), the program includes mentoring, shadowing, and special assignment projects.

Communities of Practice: Your Online Connection to Peer Support and Expertise

To maintain momentum within your organization once a Change Academy or other VALU training program has been implemented, Communities of Practice (CoPs) are developed and executed to provide a virtual space for transformation and change leadership teams. Communities of Practice are web-based (SharePoint) sites that facilitate collaborative, learning relationships that foster creativity to take transformation to the next level. CoPs provide new tools and resources for VA leaders to cultivate relationships, ask questions of their colleagues, share ideas, and capture insights to help fuel growth and innovation. Members can share successes and lessons learned to serve as a roadmap for others working toward the same mission and goals.

VA's Transformational Leadership CoPs support and enhance the sharing of knowledge across VA leadership through participation in social networks and will help to ensure that your organization's change efforts never fall flat.

Leadership VA: Developing Senior Leadership Skills

Leadership VA is a comprehensive training program for selected, aspiring senior leaders across VA. This program provides an opportunity for individuals to develop the leadership skills and competencies necessary to lead an organization.

Leadership Portal: Online Resources for VA Leaders and Managers

The Leadership Portal is a web-based resource to engage leaders and managers throughout VA in activities and discussions concerning challenges they face. The portal allows VA-wide access to centrally developed and user-provided content. Leaders can locate particular content quickly, download and print retrieved documents, and exploit the potential of Web 2.0 social media capabilities to help them develop and exercise their leadership competencies.

VA LEARNING UNIVERSITY: YOUR PARTNER FOR CHANGE

Powered by ADVANCE, VALU works with VA employees and leaders like you to put effective change management in the forefront of our operations. As VA begins implementing steps to transform into a 21st century organization that is people-centric, results-driven, and forward-looking, engaging change leaders is critical.

VALU is your partner in driving this historic transformation and motivating your team to be unifying, innovative change agents that make a difference in the lives of our Veterans. VALU your potential. VALU our Veterans. Be a positive force for change.

For additional information about the VA Learning University's Leadership and Change Programs, please write to us at VALU.Training@va.gov.