



LULAC Federal Training Institute Workshops

July 10 – 11, 2007 • Chicago, Illinois



In *A Journey to Leadership Development*, the Federal Training Institute (FTI) presents a unique opportunity to earn Continuing Education Units (CEUs). This training is in compliance with 5 U.S.C. Chapter 41 and is geared towards helping you develop skills that you can use throughout your career.

Listed below are  topics to be presented:

A Journey to Leadership Development: Have You Thought of What to Pack?

Targeted Skills: Leading Change

This session is an introduction to leadership competencies including developing & writing competencies and putting the package together.

Influencing Skills

Targeted Skills: Leading People

In this session, be prepared to learn by doing. It will help you to:

- Practice proven communication skills that inevitably enhance influencing skills
- Identify assertive and non-assertive responses
- Implement assertive responses
- Elegantly handle criticism
- Effectively provide ideas & feedback
- Discuss, demonstrate & practice influencing skills

Getting to Yes, The Art of Negotiation

Targeted Skills: Leading Change

This session will help you to:

- Recognize a myriad of issues and nuances
- Recognize tactics, strategize & reach a positive result
- Separate issues from people

Building Coalitions through Communication

Targeted Skills: Building Coalitions

This training session will cover how to:

- Persuade others and build consensus through give & take
- Gain cooperation from others to obtain information and accomplish goals
- Facilitate “win-win” situations

Project & Program Management Planning

Targeted Skills: Results Driven & Business Acumen

This workshop will discuss OPM’s research on ECQs & the competencies possessed by those who are results driven & demonstrate business acumen.

Leadership Executive Core Qualifications (ECQs) Competencies GS 14-15

Targeted Skills: Leading People

The first part of this session is open to all FTI participants and includes an introduction to leadership competencies, putting your job application package together and writing the Executive Core Qualifications statement. Note: The second part is limited to the first 30 pre-registered GS 14 and 15 participants and includes the Inventory Assessment instrument, mentoring and coaching. Register now.

Identifying Resources and Diversity Strategies in Recruitment Friendly Websites

Targeted Skills: Results Driven

This session will:

- Summarize technological tools
- Identify information resources needed to explore new strategies

Human Capital Assessment & Accountability: How To’s for Emerging Leaders in a Diverse Society



Targeted Skills: Leading People

This session will present strategies to help you become a peak performing manager & leader in the midst of diversity. In a diverse society, it is important for merging leaders to have:

- High emotional intelligence
- High self-awareness & understanding of how behaviors, perspectives & views impact organizational performance



LULAC Federal Training Institute Leadership Executive Core Qualifications Competencies, GS 14 -15



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Course Overview:

This will provide participants with insight into their potential leadership strengths and developmental opportunities through the CPI 260™ Coaching Report for Leaders. Based upon the original CPI (California Psychological Inventory), this assessment gives feedback on 18 leadership characteristics that correspond with many of the leadership competencies supporting Office of Personnel Management's (OPM's) Executive Core Qualifications (ECQs). **ECQ Registration limited enrollment closes on Friday, June 8, 2007.**

Objectives are to:

- Familiarize participants with the background and structure of the CPI 260™ Coaching Report for Leaders;
- Provide participants with their individual Coaching Report for Leaders and begin to validate their results;
- Correlate their Coaching Report for Leaders to OPM's Executive Core Qualifications (ECQs) competencies; and
- Identify three primary ECQ competencies to develop.

Coaches are:

- Seasoned federal senior managers will provide individual coaching on how to create a plan to develop the three identified competencies.

Participants will be better able to:

- Identify potential leadership strengths and areas for potential growth;
- Identify ways to enhance Executive Core Qualifications (ECQs) competencies; and
- Create a development plan to address gaps in leadership competencies.

The first 30 pre-registered participants will be instructed by e-mail to take the online inventory assessment instrument.

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**LULAC Federal Training Institute
Leadership Executive Core Qualifications
Competencies, GS 14 -15 (Continued)**



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Coaches:

- **Daliza Salas**, Director Office of Human Resources, Department of Labor, Washington, DC;
- **Felicita Sola-Carter**, Assistant Deputy Commissioner for Human Resources, Social Security Administration, Baltimore, MD;
- **Joseph Mancias, Jr.**, Co-Founder Executive Networking Forum ,Former Chief Human Capital Officer, U.S. Citizenship and Immigration Services, DHS;
- **Charles Cranford**, Program Director, Office of Personnel Management, Eastern Management Development Center, Shepherdstown, West Virginia;
- **Gloria Gutierrez**, Deputy Administrator of Management, Food & Nutrition Service, Department of Agriculture Washington DC;
- **Maria Mercedes Olivieri**, Former Assistant Director for Federal Diversity, Office of Personnel Management, Burke, VA.;
- **Noemi Pizarro-Hyman**, Deputy Chief Affirmative Employment Services Division, Defense Intelligence Agency, Washington DC; and
- **Rogelio Guevara**, Chief Inspector, Drug Enforcement Administration, U.S. Department of Justice, Washington, DC.

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