

ARE YOU FUTURE READY?

Use the Leadership Development Framework to Help you Start This Conversation.

You cannot get to where you are going if you do not know where you are now. This guide is designed to help you work with your supervisor to identify where you are in the current stage of your career, as it relates to the Leadership Development Framework (LDF).

While using this tool, it is important to remember you can grow in your career both horizontally and vertically.

You should also keep in mind some skills may be applied differently depending on your work category.

A nurse and an accountant both can cultivate a problem-solving ability, but the ways they use their skills will look different.

Do you lead yourself in your current role and provide service to internal customers, Veterans, and their families?

NO

YES =

Everyone at VA has an opportunity to practice leadership regardless of their role.

Consider meeting with your supervisor to discuss the leadership values on your team.

YES

Do you lead project teams to oversee tasks to accomplish specific purposes or goals? supervisory authority
over designated
groups of employees
to accomplish
specific functions or

Do you have

objectives?

Do you oversee one or more programs and have managerial authority over supervisors and their employees?

YES

Are you responsible for providing guidance and leadership to an organization and do you cultivate leadership potential amongst managers, supervisors, and staff?

NO

You may be an EMERGING LEADER

Key competencies you can focus on include:

- Problem Solving
- Integrity/Honesty
- Accountability
- Decisiveness

You may be a TEAM LEADER

Key competencies you can focus on include:

- ▶ Problem Solving
- ▶ Integrity/Honesty
- Accountability
- Decisiveness
- Partnering
- ▶ Influencing/Negotiating

You may be a FIRST LINE SUPERVISOR

NO

Key competencies you can focus on include:

- Resilience
- Accountability
- Decisiveness
- ▶ Political Savvy
- **▶** Strategic Thinking
- ▶ Technical Credibility

You may be a MANAGER

Key competencies you can focus on include:

- Problem Solving
- ▶ Resilience
- Accountability
- Decisiveness
- **▶** Partnering
- ▶ Influencing/Negotiating
- **▶** Financial Management

You may be a SENIOR LEADER

Key competencies you can focus on include:

- Problem Solving
- Accountability
- Decisiveness
- Strategic Thinking
- ▶ Political Savvy
- ▶ Influencing/Negotiating
- **▶** Financial Management