

Leaders' Alert

A newsletter for Executives, Managers, and Management Officials
of the Farm and Foreign Agricultural Services

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Enhancing Leadership Competencies

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In last month's issue of the FFAS Leaders' Alert, the Leadership and Employee Development Branch addressed The U.S. Office of Personnel Management's [five Executive Core Qualifications \(ECQs\)](#) and their associated 28 competencies, specifically focusing on *Accountability* and its relationship to Performance Management.

Continuing along those lines, the competency ~ *Developing Others* ~ relates to the utilization of an employees' individual development. OPM defines Developing Others as: "Develops the ability of others to perform and contribute to the organization by providing ongoing feedback and by providing opportunities to learn through formal and informal methods."

Supervisors should assist their employees in developing an Individual Development Plan (IDP) that will help them to achieve their career goals by:

- Ensuring employees have the skills required to perform their duties according to their job standards.
- Utilizing the tools and resources necessary for an employee to achieve his or her career goals.
- Ensuring that employees' IDP gives them an opportunity to readily fill leadership positions as they become vacant in the future.

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<http://www.fsa.usda.gov/FSA/hrdapp?area=hrdhome&subject=landing&topic=landing>

YOUR FEEDBACK IS IMPORTANT TO US!

Send any comments, questions, and/or suggestions about this issue to whilemenia.duncan@kcc.usda.gov
or fax to 816-926-1825, Attention: Editor, Leaders' Alert



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Enhancing Leadership Competencies (continued)

FFAS Managers and Supervisors should note that an employee's IDP should be creative and promote a continuous learning approach to personal and professional development.

The [Manager's Excellence Resource Center \(MERC\)](#), contains a variety of resources designed to improve or enhance skills associated with developing others. These resources include:

- [E-learning: Development Plans that don't collect dust](#)
- [Career planning conversation guide](#)
- [Constructing Individual Development Plans and assessing progress against them](#)

A number of training options pertaining to developing others are also available:

- Talent Management: Developing and Engaging Talent - **through AgLearn**
- The Trainer's Toolkit, Second Edition (Chapters 66 – 71, which deals specifically with IDPs) - **through Books 24X7**
- Mentoring as a Manager - **through AgLearn**

To access the MERC System:

- Go to: <https://www.merc.executiveboard.com/>

Note: the MERC is also accessible via the HRD Intranet site at:

<http://fsaintranet.sc.egov.usda.gov/ffas/hrd/default.htm>

- Under **Getting Started**, click on "[Get a Username and Password](#)"

This link will prompt you to fill out a short form to establish membership.

Please make sure to use your business email address. This will be your user name.

Note: All FFAS Employees should select "Farm Service Agency"

- Check "Remember me" to directly log into the site for future visits
- Once you have completed this form, please click submit

For more information on MERC and/or other services to assist with enhancing leadership development in your organization, contact Brian Marincic, Leadership and Employee Development Specialist at 202-401-0353.



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The Corporate Leadership Council Learning and Development Site

Brian Marincic, Human Resources Specialist
Leadership and Employee Development Branch

We are eager to pass along development opportunities to our Leaders. Please select ctrl + click to access the [link](#) to the good news provided through the Corporate Leadership Council. If you do not have an account with the Corporate Leadership Council, you will be directed to the log in screen. Login instructions are also available in Notice [PM-2770](#). If you need additional information on accessing this site or information on the Council contact Brian Marincic, Leadership and Employee Development Specialist at 202-401-0353.

Labor-Management Forums

Noreen Joice, Chief
Employee/Labor Relations and Benefits Branch

The purpose of Executive Order 13522 is to establish a cooperative and productive form of labor-management relations throughout the executive branch. Each Department or agency is to:

- establish labor-management forums with subsidiary forums/councils/committees to help identify problems and propose solutions to better serve the public and agency missions;
- allow for pre-decisional involvement in all workplace matters to the fullest extent practical without regard to permissive or management rights status and expeditiously provide information;
- evaluate and document changes in employee/management satisfaction, and organizational performance.

On March 4, 2010, the Department of Agriculture initiated its efforts to meet the requirements of the Executive Order. Senior level Department representatives and the Deputy Administrators for Management met with the national leadership of seven labor unions representing USDA employees and agreed to establish the Deputy Administrators for Management and the National Union leadership as the USDA's Department-level labor-management forum under the Executive Order.



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On March 9, 2010, the Department's implementation plan for the Executive Order was submitted to the National Council on Federal Labor-Management Relations. The Department's implementation plan was approved by the National Council on April 7, 2010.

On April 23, 2010, a "Form the Forum" meeting was held at the Department level. Several things were agreed to, one of which was that at the Agency level there should be forums at the level of recognition. In addition, a committee was formed to draft the USDA Forum Charter.

The next meeting of the USDA Forum was June 7, 2010. At the meeting the Forum Charter was reviewed by the parties and signed.

On July 7, 2010, Karen Messmore, Director, Office of Human Resources Management, USDA, instructed all Agencies to take necessary steps to implement the Executive Order. Shortly thereafter, management teams were established at the various levels of recognition and invitations were issued to the appropriate unions to meet with management to discuss the formation of labor-management forums. These management and union teams are currently in the process of developing charter agreement.

