

Progressive Success Seminar Titles

Workplace Competencies Matrix

Development Level:

Senior Level Strategist

Advanced Management Development
Advanced Presentation Strategies (Advanced Briefing Techniques Level 3)
Executive Leadership
Executive Management Retreat
PSC Management Forum
Vision & Planning

OPM Human Resource Development (HRD) Competencies:

Technical

Strategic HR Practices	x		x	x	x	
HR Systems	x		x	x	x	
Succession Planning			x	x	x	x
Organizational Performance	x	x	x	x	x	x
Outcome Measures	x	x	x	x	x	x

Leadership/Managerial

Vision	x		x	x	x	x
Federal Legislative Process						
Financial Management						
Budget						
Business Process Reengineering			x	x	x	x
Leveraging Resources	x		x	x	x	x
External Awareness	x	x	x	x	x	x

OPM Senior Executive Service Leadership Competency Definitions

Leading Change

Continual Learning	x	x	x	x	x	
Creativity and Innovation	x	x	x	x	x	x
External Awareness	x	x	x	x	x	x
Flexibility	x	x	x	x	x	x
Resilience	x	x	x	x	x	x

Service Motivation	x	x		x		
Strategic Thinking		x	x	x	x	x
Vision	x	x	x	x	x	x

Leading People

Conflict Management	x		x	x	x	
Leveraging Diversity	x		x	x	x	
Integrity/Honesty	x	x	x	x	x	x
Team Building	x		x	x	x	x

Results Driven

Accountability		x		x	x	x
Customer Service		x				
Decisiveness	x		x	x	x	x
Entrepreneurship	x		x		x	x
Problem Solving	x	x	x	x	x	
Technical Credibility	x	x	x			

Business Acumen

Financial Management						
Human Resources Management	x		x	x	x	x
Technology Management	x	x	x			x

Building Coalitions/Communications

Influencing/Negotiating	x	x	x	x	x	x
Interpersonal Skills	x	x	x	x	x	x
Oral Communication	x	x	x	x	x	x
Partnering	x		x	x	x	x
Political Savvy	x	x	x	x	x	x
Written Communication	x	x	x		x	x