

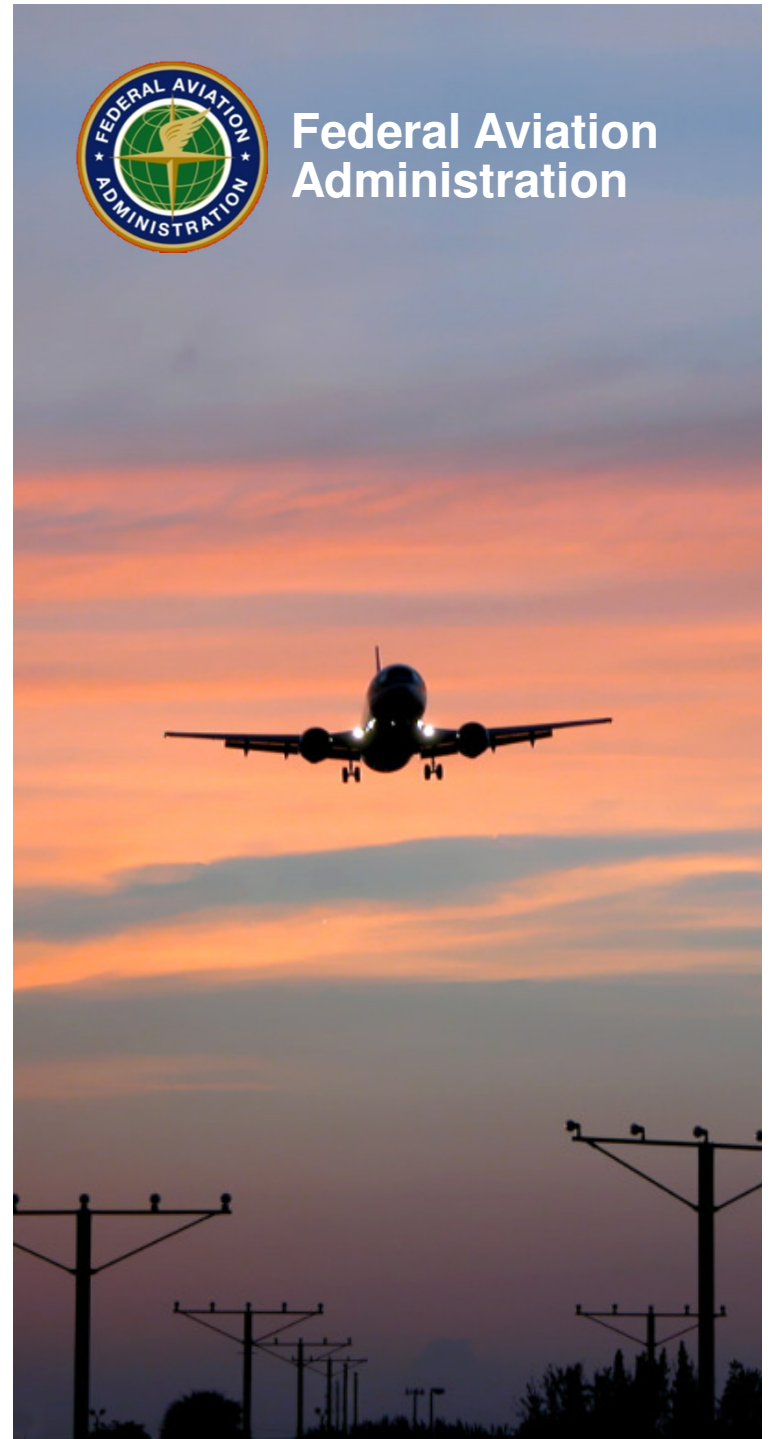
Leadership and Career Development Partnership

2012-2013 Plan

May 15, 2012



Federal Aviation
Administration



Agenda

- **February–May Activities**
- **Stakeholder Role and Sustainability**
- **Phases and Proofs of Concept**
- **Conclusion**



ATO Talent Management Model



LCD Informed Stakeholder Role

- **Alliance Between Employee and Manager Perspectives**
- **Partners in Leading Cultural Change**
- **Partnerships with:**
 - Each Other
 - Employees
 - Leadership
 - Program Offices



Ensuring Sustainability

- **Quarterly Meetings**
 - Review Programs for Continued Support for Phase 1 & 2 Programs
 - Partner with Program Offices on Phase 3 Priorities
 - Periodic Evaluation and Planning
- **Commitment and Bench Strength Within Organizations**
- **Adoption of Technology**



Accomplished to Date: Phase 1

TM Area	Rec.	Actions	Result
Succession Planning	1	ATO has informed the attached succession planning proof of concept; begun the high-level program design for succession planning; and is integrating the career progression and succession planning models to ensure cohesion and effectiveness.	Development of a succession planning proof of concept that is supported by the LCD.
Career Progression Plan	2	Policy and program design and development for a limited ATO Career Progression Plan is in final stages.	Development of a career progression proof of concept that is supported by the LCD.
Employee Development	6	Partnering discussions have begun between LCD, ATO AJG and AHD on developing a transparent, centralized, consistent methodology for selecting participants for development opportunities.	Common methodology will result in more fair selection practices for development opportunities.



Accomplished to Date: Phase 1 *Cont.*

TM Area	Rec.	Actions	Result
Selection	12	Discussions have occurred to create a standard selection process for details.	Common methodology will result in more fair selection practices for development opportunities.
	15	Barrier Analysis for 2152s beginning soon.	The LCD looks forward to partnering with ACR to receive results and continue discussions about how to mitigate any barriers that are identified while using this analysis as a model for other key agency occupations.
Performance Management		Defined need for performance management as a talent management program that identifies key competencies and behaviors.	LCD to advocate for attention and resources toward developing a performance management strategy to fill the identified gap. Implementing a strong performance management program.



Proposed Initiatives -- Phase 2

- **Proofs of Concept**
 - Succession Planning & Management
 - Career Progression Plan
- **Recommendations for Corporate Mentor Program**
- **Assessments and Training**



Succession Planning Process



Career Progression Planning Process



Phased Approach: Phase 3 & 4

- **Next Steps -- Phase 3**
 - Career Progression
 - Employee Development
 - Selection
 - Performance Management
- **Future Activities -- Phase 4**



Conclusion

- **A Look Back and Forward**
- **Senior Leadership Support Requested**
- **Partnership Agreement**

