

Enhancing Leadership & Management Training Support

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SLS Strategic Goals (FY2018-2020)

- ▶ **GOAL II:** In order to cultivate a highly qualified, stable workforce with expertise to drive the mission, hire for targeted skills, clarify workforce roles, and offer professional development.
 - ▶ **OBJECTIVE:** Provide rich professional development opportunities for all SLS staff.
 - **ACTION: Increase professional development offerings for Language Training Supervisors.**
 - **ACTION:** Identify and **support professional development** (e.g. coaching for TS) to **strengthen leadership and management skills.**

Project 1: Professional Competencies

What **knowledge**, **skills**, and **attitudes** are necessary for Language Training Supervisors (LTS) to perform effectively in our training context?

LTS Kick-off Brainstorm

- Themes generated
- used for organizing data from all stakeholders later



LTS Competencies Working Group (LCWG)

- ▶ 14 members from across SLS and all stakeholder levels
- ▶ Minimum two years of experience working at FSI/SLS

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Develop Competencies for LTSs





Project 2: Leadership & Management Training Committee

Process and Goals

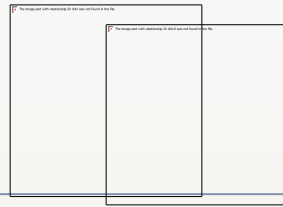
- ▶ Determine needs for training
- ▶ Establish rough plan for delivery
- ▶ Determine resources needed

Resource Hub *(mockup)*



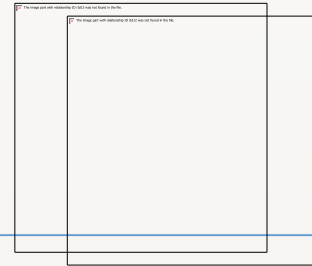
Leadership & Self-improvement

- + *Strategic Planning*
- + *Time Management*
- + *Self-management*
- + *etc.*



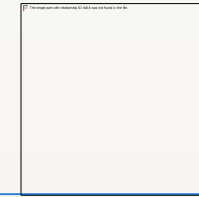
Working with People

- + *Conflict management*
- + *Giving feedback*
- + *Building trust*
- + *etc.*



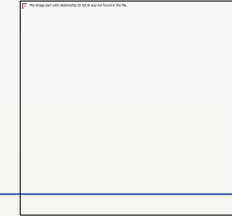
Working with programs

- + *Curriculum development*
- + *Scheduling*
- + *Resource management*
- + *etc.*



Technical skills and knowledge

- + *Second Language Acquisition*
- + *Adult Learning*
- + *Instructional technology*
- + *Etc.*



Administrative matters

- + *Managing data*
- + *SOPs*
- + *GEMS*
- + *Etc.*



Future Directions

- ▶ Create hub
 - Resources (links, job aids, lists of trainings)
 - Rating system
 - Discussion Forum (Q & A)
- ▶ LTS Community of Practice
 - Committee for events
 - Training sessions
- ▶ Reading Library
- ▶ Inter-divisional mentoring
- ▶ Develop system for gathering 360-like feedback



Challenges to Implementing

- ▶ How to organize
- ▶ Time
- ▶ Priorities
- ▶ Buy in
 - Lateral / Vertical
- ▶ Continuous learning cycle



Best Practices? Questions?



LEADERSHIP

CONTINUOUS
IMPROVEMENT

PROCESS
PLANNING