



**San Francisco
Federal Executive Board**

**Leadership Development Program
Class of '22
APPLICATION**

DUE: September 21, 2021, 5 PM PDT

Leadership Development Program Application for Class of '22

“The program was revelatory. I am a leader. Prior to participating in the 2021 cohort, I never thought I would describe myself that way but this program opened my eyes to my own capacity. It has been a gift and marks a turning point in my professional career.”
LDP Participant, Class of '21

Overview

The San Francisco Federal Executive Board’s Leadership Development Program (Program) is for talented and outstanding federal employees who want to develop, practice and apply new leadership skills. Participants strengthen their leadership abilities and grow the leadership capacity of within their workplaces and communities. The Program isdesigned to address the leadership development for GS 11-13 and newer GS14s (or equivalents).

Participants use their agencies as a classroom to apply their seminar learnings between sessions. They forge new relationships and connections with their fellow participants, creating enduring relationships and broad networks across issues and agencies. Participants also work together on a group challenge to practice collaboration and teamwork and create a deliverable of value to Bay Area federal agencies.

The design and delivery of the Program are the direct results of our partnership with [CORO - Northern California](#). A nonprofit, non-partisan organization that focuses on training collaborative leaders who can tackle pressing, public problems, take risks, disrupt old patterns, and make way for new ways of thinking, doing, and leading. It is through this partnership that the SFFEB can ensure the participants’ goals are met faster and with higher quality results.

Class of '21



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Program Goals



- Prepare emerging leaders for leadership positions.
- Use experiential learning, including interviews and case studies, to support participant leadership growth and awareness.
- Expose participants to the rich network of talented leaders currently working in the federal government, and to the many leadership pathways across federal agencies.
- Enable participants to make recommendations to federal agencies on real challenges they face today.

Program Competencies



- Increase self-awareness
- Employ a growth mindset
- Use and understand different leadership styles
- Build trust-based relationships
- Improve group process and dynamics
- Use inquiry as a leadership tool
- Lead effective meetings
- Balance inquiry and advocacy
- Improve listening and coaching skills
- Give and receive feedback
- Present persuasively
- Mutual-gains negotiation
- Navigate difficult conversations

Seminar Structure

The associates meet monthly in seminars that combine leadership training, issue exploration, SFFEB content, team building, and collaborative work on a group project. The final session includes a graduation ceremony.

The Program is both an individual and a collaborative program designed to maximize personal leadership growth made up of these requirements:

- Ten training sessions on a variety of leadership topics that are immediately applicable
- Interviews of government leaders and trailblazers
- Interactive sessions with lots of time to develop intergovernmental understanding and relationships
- Group Projects developed by participants focused on federal priorities
- Presentations to San Francisco Federal Executive Board's Governing Council



Group Challenge

In partnership with the SFFEB, Coro leads participants through a group challenge during the duration of their program. The goal of the projects is to apply new skills to address a challenge or question of importance to the Bay Area federal community. The projects deepen participants' awareness of broader issues and opportunities and provides the agencies with a new resource and fresh perspective on a key issue. Project deliverables are often influential in federal decision-making and shape thinking on policy and initiatives. The groups presents their findings and recommendations to federal leaders.

"The LDP was an amazing experience for people who are involved in leadership roles. The highlight of the program was the interagency collaboration through completion of our group project, introduction to the CORO leadership tools, and growing a wider network."

Participant, Class of '21

Important Dates

09/21/21	Applications Due
11/17/21	Session 1
12/01/21	Session 2
01/19/22	Session 3
02/09/22	Session 4
03/02/22	Session 5
03/16/22	Hold –Make Up Day if Needed
04/13/22	Session 6
04/27/22	Session 7
05/11/22	Session 8
05/18/22	Session 9
06/01/22	Session 10 & Graduation



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Logistics

- Sessions are held on a virtual platform until circumstances allow for in person sessions in San Francisco. We will bring the participants together in person in San Francisco when that becomes typical of area agencies.
- We expect everyone to participate in all sessions.
- **All participants must attend the first session, and after that, participants are allowed to miss one session.** If any other sessions are missed we will be considered extraordinary circumstances; however the default is that the participant will no longer be part of the program and no refunds will be granted.
- **Sessions are all day; tentatively** from 9:30 AM - 4:30 PM
- We have multiple small breaks and a one hour lunch break

Application – Three Required Documents

1. **Applicant Form:** Applications must have two levels of management signature on the application. The applicant's immediate manager and the manager's supervisor. If the immediate manager is a Bay Area Agency Director, there is no need for a second signature.
2. **Essays:** Please answer the two essay questions on the following pages.
3. **Resume:** Please submit a current resume

Tuition

- **\$2,400** - Tuition adjustments may be available, please contact us for more information.
- **Applicants**, please consult your manager and training/budget officers about the **availability of funds** and funding obligation dates before applying.
- **Refunds:** Because of the uniqueness of this program and our inability to bring on new participants after the first session, **no refunds** will be issued after the first session has met.
- **Payment is due November 16, 2021.** We will make exceptions for continuing resolution or similar challenges.

"I am happy to report that I have been promoted to be the Supervisor ... Before my interview, I reviewed my notes from the LDP and was able to speak very confidently about my strengths, how I minimize my weaknesses, and how I identify opportunities for growth." Participant, Class of '18



Faculty



About Coro – www.coronorcal.org

All seminars are lead by Coro faculty and federal leaders who have deep experience in leadership development and facilitation. Coro trainers are guides on the side vs. “sages on the stage,” so all seminars require 100% participant engagement and involvement.

Our increasingly complex world requires leaders who can collaborate across boundaries and sectors to address society’s greatest opportunities and challenges. Coro prepares individuals from diverse backgrounds to ignite positive change in their workplaces and communities—we work with youth, recent college graduates, and professionals. Coro’s proprietary curriculum includes group participation, interviews, and seminars—we bring people together to examine issues and create a stronger, more resilient civic infrastructure.

Coro was founded as a nonpartisan, nonprofit organization in 1942 by two San Franciscans. The future of democracy was not assured in the midst of World War II, so our founders decided to create a post-graduate leadership training program to develop civic leaders, independent of political party or affiliation.

Their innovative vision has grown to five Coro centers: Los Angeles, St. Louis, New York, Pittsburgh, and San Francisco (all separate nonprofit organizations). Our vast cross-sector alumni include elected officials such as Senator Dianne Feinstein (CA), Senator Michael Bennett (CO), Senator Tim Kaine (VA), Oakland Mayor Libby Schaaf, Hon. Alex Padilla, Secretary of State, CA, and San Diego Mayor Kevin Faulconer. Coro alums include engaged and influential leaders across the country working in government, labor, the media, businesses, and nonprofit organizations. Each day the network grows, as Coro advances the skills, capacity, and networks of our diverse program participants.



About SFFEB – SanFrancisco.FEB.gov

The San Francisco Bay Area Federal Executive Board serves as a vital link to intergovernmental coordination by identifying common ground and building cooperative relationships across the metropolitan San Francisco Bay Area. The Bay Area is host to over 460 federal offices and agencies with 70,000 federal, postal and military employees. The Members of the Governing Council are the senior executives of the representative agencies. The Governing Council meets monthly to address agency concerns at the policy level.

Examples of SFFEB Programs/Responsibilities

- Governing Council meetings focused on local issues & interagency networking
- Convening and collaborating authority
- Emergency Notification to federal agencies
- Free Alternative Dispute Resolution program
- Support to communities of practice including, Acquisition, Human Resource, Emergency Preparedness, and Public Affairs.
- Training opportunities for executives, managers, supervisors and staff. Topics range from leadership skills, conflict resolution, emotional intelligence to plain writing, presentation skills, Microsoft Office suite, and much more.

FY21 Governing Council and Staff



Governing Council Officers

(1st row, L to R)

Julie Clowes, Chair, SBA
Tatum King, 1st Vice-Chair, DHS
Tammy Littrell, 2nd Vice-chair, FEMA
Abigail Ford, Treasurer, HUD
Kimberly Nash, Past-Chair, HUD

Contact Us

Sara Russell
Executive Director
415-625-7723
russell.sara.l@dol.gov

SanFrancisco.FEB.gov

