



# The Department of the Interior

## Executive Development Plan FY20\_\_



The Executive Development Plan serves as the blueprint for all short-term and long-term developmental activities to enhance an executive's performance. Developmental activities should develop a broader perspective and deeper knowledge of the Executive Core Qualifications (ECQs), the Department of the Interior, and the Federal government. Plans shall be updated annually.

***ECQs for Executive Performance***

**Leading Change:** Creativity and Innovation, External Awareness, Flexibility, Resilience, Strategic Thinking, Vision

**Leading People:** Conflict Management, Leveraging Diversity, Developing Others, Team Building

**Results Driven:** Accountability, Customer Service, Decisiveness, Entrepreneurship, Problem Solving, Technical Credibility

**Business Acumen:** Financial Management, Human Capital Management, Technology Management

**Building Coalitions:** Partnering, Political Savvy, Influencing/Negotiating

**a. Name:**

**b. Position Title:**

**c. Bureau/Office:**

**d. Learning Goals**

*Developmental goals to support the achievement of your Performance Plan*

**e. Formal Training**

*Courses, seminars, educational programs, degree/certificate programs*

**f. Informal Activities**

*Book clubs, speaker forums, conferences, inter-bureau initiatives, peer coaching, leadership circles*

**g. Developmental Activities**

*Details/rotational assignments, task force, inter-bureau/agency initiatives*

**Employee signature:**

**Date:**

**Supervisor signature:**

**Date:**

**Executive Resource Board Member signature:**

**Date:**