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Want to advance? Get some training

By Derrick T. Dortch, Wednesday, August 31, 4:44 PM, the Washington Post

I have been working with federal workers for years, and too often I've seen **too many people with tunnel vision.**

For many, it looks like this: go to work, do your job, talk to your co-workers, then go home. There's not much time focused on the bigger picture and managing your career.

That usually means there's

- ❖ no **networking**,
- ❖ no **training** sessions beyond what is required,
- ❖ no **conferences** and
- ❖ no effort to take on **special projects.**

It also usually means there's

- ❖ not much done to be more **marketable**, and
- ❖ no **updating** of **the resume** until absolutely necessary.

No matter where you work, public or private sector, **that kind of inactivity prevents you from having the best career** you can have.

With the federal government in crisis, budgets being reduced and potential layoffs pending, federal folks need to **ditch that tunnel vision mode.**

What I call "Career Success Management" is **imperative not only to your career but to your survival.**

If you want to advance and become that indispensable worker who senior leadership values and wants to promote, then you need more training. Want to become more marketable? Get more training. Trying to network and meet other rising stars? Yep, training is the answer.

There's plenty of training out there, too. Let's look at a few of the opportunities.

The **Office of Personnel Management** runs the **Federal Executive Institute and the Management Development Centers.**

They offer leadership training and development courses such as the

- ❖ **Leadership Education and Development Certificate Program,**
- ❖ **Executive Master of Public Administration Degree,**
- ❖ **Management and Supervisory Skills seminars,** and
- ❖ **Executive Communication Skills: Leading the Process of Change.**

Find more on these programs at www.leadership.opm.gov.

Then there's the **Partnership for Public Service's Center for Government Leadership.**

❖ It includes the **Excellence in Government Fellows Programs for rising leaders in the GS 13-14 ranks.**

❖ They also have the **DHS (Department of Homeland Security) Fellows program,** which focuses on teaching and strengthening leadership skills.

❖ For **all Federal workers GS 9-14,** you have the **Annenberg Leadership Seminars,** which focus on developing leadership skills and helping agencies build the long-term capacity to innovate and problem-solve.

Among them: the Graduate School, National Intelligence University, Industrial College of the Armed Forces, Defense Acquisition University, Naval

Postgraduate School, Air War College and the National Defense University. Many have education programs open not only to Defense Department workers, but also to other federal workers.

Many agencies have their own programs. The State Department has the Foreign Service Institute; there is also a Department of Interior University and the Federal Law Enforcement Training Center.

Remember, those limited training dollars are often distributed on a first come base. So get moving, and make sure you don't limit yourself with tunnel vision.

Got a question about getting hired? Post it in the comments for the column at www.washingtonpost.com/fedpage, or e-mail federalworker@washpost.com.