



Iowa Bulletin: 360-22-1

Date: November 1, 2021

Subject: PER – Cultivating Future Leaders

Action Required By: December 1, 2021

Purpose. To announce the tri-state Leadership Development Program (LDP) and solicit applicants for the fiscal year (FY) 2022 session.

Expiration Date. September 30, 2022

Background. This bulletin announces the tri-state LDP, Cultivating Future Leaders (CFL) and solicits applications for the FY2022 session. The CFL program has become a major component in a Natural Resources Conservation Service (NRCS) strategic approach to developing leadership talent for the future of the agency.

Explanation. The CFL is a 12-month training program conducted jointly by the NRCS leadership in Nebraska, Minnesota, and Iowa and is set to begin in February 2022. This program targets high performing, high potential NRCS employees at the GS-11 and GS-12 grade levels. Exceptional employees at the GS-9 grade level may also be considered, that are eligible to compete for a GS-11 position. The target audience is not limited to employees currently holding leadership positions. The CFL program guarantees the participant a unique opportunity to develop leadership competencies but there is no guarantee of future promotion or placement in a particular position. Participants from each state will work individually and in teams to accomplish their CFL training goals.

The training program includes (pending no travel restrictions for in-person events):

- three face-to-face formal training sessions,
- monthly webinars conducted throughout 2022,
- executive coaching,
- a job shadow opportunity with a member of leadership, and
- a leadership tour of National Headquarters in Washington, DC.

The 1-year program will culminate at an in-person training and graduation event tentatively scheduled for February 2023. Refer to the enclosed Cultivating Future Leaders Program Guide for more details about the program.

We are very excited about this endeavor to mentor and train employees to grow future leaders in this agency to remain at the forefront of conservation and successful partnering with local government for the benefit of private lands.

If this program interests you, is in line with your career goals, and you received supervisor approval, WE WANT YOU! The application period for the inaugural CFL program runs through December 1, 2021.

Applications **must** include:

- Resume that demonstrates the following:
 - Experience and knowledge of NRCS policies and procedures, and the results.
 - Ability to lead others, including the ability to organize, coordinate, influence, and direct.
 - Ability to confront and deal with controversial issues and problems.
 - Ability to work with people in other organizations or agencies.

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- Resume **must** also include a statement of career objectives and interests.
- Resume should be no more than three pages using a minimum of a 12-point font with one-inch margins.
- Copy of most current performance appraisal.
- Letter of support and concurrence from first level supervisor.

Submit your application, by email, to Jaia Fischer, Assistant State Conservationist for Management and Strategy (ASTC-M&S) at jaia.fischer@usda.gov no later than 4:30 p.m. on December 1, 2021. Be sure to use **CFL program** in the subject line of the email.

Selections will be made and announced no later than December 22, 2021.

Contact. Refer questions about the program or the application process to your supervisor, respective leadership team member, or Jaia Fischer, ASTC-M&S.



JON HUBBERT
State Conservationist

Enclosure