

Natural Resources Conservation Service

Leadership Development Framework (LDF)

Tactical Leadership Cluster

Adaptability and Flexibility

Developmental Opportunities

Target Proficiency Level: 4.0

Developmental Opportunity: Mentoring

Mentoring Considerations:

- Pairing should be self-selected to encourage motivated mentoring pairs
- Should meet regularly with a trusted individual at the Tactical leadership level (or above) to gain insight into effective adaptability and flexibility
- Be flexible and accommodating when considering schedules, workload, etc.
- Develop a mentor/mentee agreement, with up-front expectations regarding the roles and responsibilities of the mentor and mentee, what each person is hoping to gain from the mentor/mentee relationship, expectations and logistics, etc.
- Develop suggested checklist for activities and conversations

Modality: In-person; virtual	Length: 6-12 months; 2 hours per month	Vendor: N/A	Cost: N/A
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Developmental Opportunity: Coaching

Coaching Considerations:

- Formal assignment of coach should be considered to ensure expertise
- Meet regularly to receive guidance around assigning, evaluating, & monitoring work
- Be flexible and accommodating when considering schedules, workload, etc.
- NEDC should encourage development of a coaching agreement, with up-front expectations regarding roles and responsibilities, objectives, and logistics

Modality: In-person; virtual	Length: 3-6 months; 2-3 hours per month	Vendor: N/A	Cost: N/A
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