

Natural Resources Conservation Service

**Leadership Development Framework (LDF)
Tactical Leadership Cluster**

**External Awareness
Developmental Opportunities**

Target Proficiency Level: 3.0

Developmental Opportunity: Mentoring for External Awareness

Objectives:

- Demonstrate ability to consider external factors and use this knowledge in accomplishing work
- Practice synthesizing complex information gathered from a variety of sources and disseminate it to staff

Mentoring Considerations:

- Pairing should be self-selected to encourage motivated mentoring pairs
- Should meet regularly with a trusted individual who is at a leadership level with sufficient visibility into important external factors to practice and hone ability to explore and consider these factors that may affect work at the Agency
- Include opportunities to synthesize information from a variety of external sources and review together before deciding how to communicate information to staff
- 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.

Modality: In-person; virtual

Length: 6-12 months; 2 hours per month

Vendor: N/A

Cost: N/A