

# **Natural Resources Conservation Service**

**Leadership Development Framework (LDF)**

**Tactical Leadership Cluster**

**Public Service Motivation**

**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

## 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