

# **Natural Resources Conservation Service**

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

**Vision**

**Recommended Curriculum**

**Target Proficiency Level: 3.5**

## Course: Communicating Vision to Your Employees

**Description:** Leaders should strive to communicate vision with a sense of integrity, building trust as individuals and as leaders. This course provides a general introduction to vision communication, including its nature and its purpose. You will be guided through numerous techniques and methods for a leader to successfully communicate vision, such as personalizing and multiplying a clear message, communicating enthusiasm in an authentic way, and making the organization's vision the employees' own vision.

**Modality:** Web-Based

**Length:** 25 minutes

**Vendor:** SkillSoft

**Cost:** N/A

## Course: Crafting an Organizational Vision

**Description:** Leading an organization toward the development of a compelling new vision requires both courage and creativity. This Challenge Series product examines the vision crafting process.

**Modality:** Web-Based

**Length:** 15 minutes

**Vendor:** SkillSoft

**Cost:** N/A

## Stretch Assignment or Project: Assist in the Development of a Strategic Plan

### Objective:

- Demonstrate ability provide guidance to managers in developing long-term strategic plans

### Assignment or Project Considerations:

- Include opportunity to assist in the development and implementation of a strategic plan for a team, unit, or department
- Encourage and help others to think critically and strategically regarding the long-term goals of the team, unit, or department and the NRCS as a whole, based on the mission and vision
- Be flexible regarding individual roles, responsibilities, workload, etc.
- Project can be selected based on availability and appropriate relevance
- This kind of opportunity may not always be readily available; therefore, NEDC should consider other similar opportunities (e.g., strategic plan for a particular project or program) that could be considered equivalent in proficiency level and experience

**Modality:** On-the-job

**Length:** No more than 4 weeks; Dependent on project details

**Vendor:** N/A

**Cost:** N/A