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 |