CLM Center For Leadership and Management

Real-World Training For Real-World Challenges

Graduate School USA

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Center for Leadership and Management

The Center for Leadership and Management (CLM) develops high performing current and future government leaders through training, assessment, and career development.

Programs Tailored to Your Goals

CLM’s programs strengthen both individual and organizational performance, through classroom activities, special projects, team building exercises, simulations, mentoring, shadowing and other experiential learning.

Personal Development Plans for Continued Growth

CLM training is designed to maximize the current and future potential of each individual participant. All programs include guidance on creating a personal leadership development plan based upon the results of multiple assessments, using one or a combination of the following tools:

The Leadership Effectiveness Inventory (LEI), which evaluates input from supervisors, peers and staff for an enhanced picture of an individual’s skills, relative to the Executive Core Qualifications (ECQs); Personality Type; Conflict Management; and other assessments.

These tools help individuals understand themselves and how they relate to others.

Integrated Training Programs and Government Experience That Work for You

While continuing to meet the needs of government, we also provide these successful training programs to non-profits, associations, government contractors and private enterprises of all kinds. Discover how your organization can benefit from our government experience, forward thinking development plans and our unique combination of experiential and traditional learning techniques.
Senior Leadership Seminars

CLM offers four senior leadership seminars designed to help you position yourself for selection into the Senior Executive Service (SES). Each seminar reflects different key components of OPM’s Executive Core Qualifications (ECQs). Participants join and collaborate with executives from across the federal sector in developing the competencies needed for success at the highest levels of public service.

**Washington Executive Seminar**

EXEC9904L 6 CEU $3,799

In this two-week, non-residential program, participants engage in individual and group activities, exercises, simulations and presentations, taking advantage of the Washington DC location to gain insight into activities on Capitol Hill. The Washington Executive Seminar focuses on the political aspects of serving as a senior executive in the federal government. Faculty includes former House staffers, political appointees, and senior executives from GAO, OMB and other federal agencies.

**Executive Survival Skills**

EXEC9911L 1.8 CEU $1,699

Address the theoretical and practical leadership aspects essential for survival in today’s changing environment. Examine how the leader’s attitude, values and beliefs influence organizational performance. Analyze your critical thinking/decision making processes and apply strategies to improve them. Learn to be resilient, overcome setbacks and avoid career derailment in the rapidly changing, high-pressure environment of executive leadership.

**Managing for Results**

EXEC9913L 1.8 CEU $1,699

Today’s federal leaders are expected to plan for and measure performance to demonstrate that the agencies and programs they manage are viable and achieving results. Understand the difference between leading and managing, what makes an effective leader, how to craft a vision, and what it takes to measure performance.

**Leading People**

EXEC9912L 1.8 CEU $1,699

Develop insight into critical leadership behaviors and how to adapt them to the needs of your organization through this highly interactive seminar. Explore fundamental leadership competencies. Examine trust and integrity as the foundations for leadership, while learning to maximize performance. Explore the dynamics of team leadership and how to create a “Culture of Greatness” through coaching and empowerment.

Visit [graduateschool.edu/clm](http://graduateschool.edu/clm) for more information.
Skills for All Levels of Responsibility

CLM employs a highly effective combination of experiential learning and classroom instruction with personal assessments and leadership development plans. Our integrated training programs provide executives and their organizations with tangible benefits — building stronger leaders and solutions to meet real-world challenges.

A Track Record of Success

CLM programs are offered through Graduate School USA, an established, nonprofit institution known throughout the country and the world for training excellence. Our track record of success is recognized across the government, nonprofit and private sectors.

The Highest Standards

CLM’s curriculum incorporates the Office of Personnel Management’s Executive Core Qualifications (ECQs), which are the same high standards used for the selection and development of our federal government’s Senior Executive Service leaders. CLM’s dynamic, interactive courses utilize the latest research into leadership effectiveness and focus on a wide range of business competencies, such as customer service, communication, change management, conflict resolution, and team building.

Real-World Training For Real-World Challenges

CLM’s results-driven programs provide immediately implementable strategies, practical skills, and long-term development plans, which have helped public sector executives to lead complex organizations. Now we can offer the benefit of that experience to private enterprise, nonprofits, and government contractors.

Training for Professional, Personal, and Ethical Leadership

CLM programs highlight personal abilities, social skills, and ethics — leadership qualities that can go a long way toward improving efficiency and productivity, and promoting harmony and loyalty.

Designed to provide real-world training for the real-world challenges employees face daily, these programs employ a variety of integrated training techniques, including classroom instruction, developmental work assignments, experiential learning through team projects, mentoring, shadowing and executive interviews.

Networking and Learning from Other Organizations

Participants in CLM programs have the unique advantage of networking with peers from other organizations, working with a mentor, and learning through activities. The skills and knowledge gained by each individual result in a return on investment for all involved.

Practical, Real-World Strategies and Guidance

Our instructors have many years of experience in the workplace, as well as in the classroom. They understand the real-life challenges faced by executives today, and take care to meet learner needs through updated course offerings, curriculum areas, and teaching methodologies.
Our Program List

**ALP**

**Aspiring Leader Program**

Prepares future leaders by providing assessment, classroom training, and experiential learning to increase communications skills and leadership ability.

**Participants:**
- Government: GS 4-6
- Private Enterprise: Entry-level and administrative employees

**Duration:**
- Two-month program with two one-week residential sessions

**Benefits to Individuals:**
Build fundamental leadership skills, improve written and oral communication, develop a plan for career growth, and network with other aspiring leaders.

**Benefits to Organizations:**
Build fundamental leadership skills, improve written and oral communication, develop a plan for career growth, and network with other aspiring leaders.

*The Aspiring Leader Program (ALP)* challenges participants to increase the capacity of their current skills and abilities. Designed for entry-level and administrative employees, this two-month program prepares you for greater responsibility. You will enhance your knowledge and awareness of fundamental leadership competencies and identify strategies for career development.

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**NLP**

**New Leader Program**

Develops emerging leaders for management and leadership positions; assesses leadership skills, provides experiential learning and individual developmental opportunities.

**Participants:**
- Government: GS 7-11
- Private Enterprise: Up-and-coming professionals with some management experience

**Duration:**
- Six-month program with three one-week residential sessions

**Benefits to Individuals:**
Create a personal leadership development plan based on 360° feedback and individual assessments. Develop practical skills in communication, decision making and problem solving, and conflict management. Enhance organizational awareness, build career networks, and effectively work in teams.

**Benefits to Organizations:**
Develop new leaders for the organization, aid succession planning efforts, benefit from participants’ exposure to new ideas from other organizations.

*The New Leader Program (NLP)* is designed to develop future leaders by providing assessment, experiential learning and individual development opportunities to high-performing employees. Participants benefit from a solid foundation of leadership skills and team building, enhanced by developmental experiences.
Executive Leadership Program

Incorporates classroom instruction, needs assessment, experiential learning and team projects

Participants:
Government: GS 11-13
Private Enterprise: Experienced professionals who have little or no supervisory experience

Duration:
Nine-month program with four one-week residential sessions

Benefits to Individuals:
Create a personalized leadership development plan, build networks, enhance visibility, and external awareness. Develop critical thinking, conflict management, and other skills to move into positions of greater responsibility.

Benefits to Organizations:
Develop new leaders, strengthen workforce performance and increase organization efficiency, and benefit from exposure to new management strategies

The Executive Leadership Program (ELP) provides training and developmental opportunities for high-potential individuals. This program helps participants build the confidence to achieve personal and professional goals, while gaining a deeper understanding of their roles and expanding knowledge and experiences through customized developmental opportunities.

Executive Potential Program

Gives senior level managers the information, tools and experience they need to develop their executive core qualifications and to lead change at the highest levels

Participants:
Government: GS 13-15
Private Enterprise: Senior-level Managers

Duration:
Twelve-month program with four one-week residential sessions

Benefits to Individuals:
Enhance leadership skills, become a change agent, and learn how to respond proactively to the challenges and opportunities facing your organization.

Benefits to Organizations:
Assurance of leadership that is prepared to meet the challenges of today’s workplace because they have learned what it takes to develop people, lead teams, take risks and foster relationships

The Executive Potential Program (EPP) is designed to transform senior managers into leaders who are better equipped to lead change at the highest levels of their organizations. Participants identify core competencies to develop, create a leadership development plan, complete individual and team deliverables that address real-world problems, and build a valued network of peers.
Return on Investment for Your Entire Organization

Now more than ever, when budgets are tight and change is a constant, good leadership is vital to the health of your organization — at every level of responsibility.

CLM leadership training has achieved results for a wide range of federal departments and agencies — and has proven effective for individuals from all business and career levels. What’s more, because personal assessments and individual development plans are a key component of each program, they provide participants with tools and ongoing benefits.

CLM training helps executives identify and capitalize on your own individual strengths better lead your organization, manage your workforce, strategize, and implement the best solutions to achieve your business goals. It’s training that can pay off almost immediately, with more effective management for meeting today’s challenges and profiting from tomorrow’s opportunities.

“...The experience has been life-changing, transformative. It gave me the real-life tools and skills to grow. I came a long way in a few months, and the ELP gave me just the boost I needed. ”

— Roberta Mather
ELP Graduate

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Center For Leadership and Management
Don’t just nurture your potential; put it to work. Bring out the best in yourself and others.

For more than 95 years, Graduate School USA has been government’s learning partner and the leader in federal training, delivering superior workforce solutions that promote positive individual and organizational results. We’ve given our students access to a broad range of courses that help them meet federal competencies.

Visit

graduateschool.edu/clm

for more information.

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