

APPLY FOR THE AMS LEADERSHIP, EDUCATION & DEVELOPMENT TRAINING PROGRAM! (LEAD)

The LEAD Program is a new yearlong training program focused on developing managerial core competencies and targeted leadership skills of mid-level AMS employees. The program will help provide a leadership pipeline and talent pool aligned with AMS's strategic and human capital goals.

AMS Leadership, Education and Development (LEAD) Program Fact Sheet

The AMS LEAD program is designed for mid-level professionals (GS 11-13) and focuses on core competencies and targeted leadership skills to keep AMS relevant, responsive, creative and visionary. The program provides for a leadership pipeline and talent pool in alignment with AMS strategic and human capital goals.

The AMS LEAD program is one year in length (December 2018 – December 2019) and will blend the following components across different competencies to meet the program objectives:

- Five individual week-long sessions of customized classroom training taught at the Federal Executive Institute in Denver, Colorado, and at two AMS field locations;
- Completing a developmental assignment and delivering a final project presentation to AMS senior management in Washington, D.C.;
- Required readings and discussions;
- Creating a personal development plan to map out professional and personal goals and engaging in peer feedback;
- Completing three personal assessments (360, DiSC, and the Hogan HDS survey) and receiving instruction on how to interpret the findings; and
- Individual coaching.

The cohort will consist of 20 employees from across AMS, and admission is competitive. The Program areas have agreed to cover the cost of their employees who are selected. To be eligible, applicants must have completed at least one full year of service with AMS at the time of application and currently be a GS 11, 12 or 13 full-time employee.

The application period opens August 20 and closes on September 20, and the first training session will be held the week of December 17. The application is a fillable form that can be completed either electronically or by hard copy and consists of three parts. To apply:

- 1. The applicant initiates the process by obtaining the application, providing background information about themselves as well as a written statement of interest. Once completed, the applicants signs the application (either electronically or on the hard copy) and forwards the application to his or her immediate supervisor.
- 2. The applicant's immediate supervisor then completes a written statement of support, signs the application and forwards it to their Deputy Administrator or Staff Director.
- 3. The applicant's Deputy Administrator or Staff Director completes a written statement of support, signs the application and then forwards it to Chuck Parrott (Charles.Parrott@ams.usda.gov) by no later than COB September 20.

A selection Committee consisting of Deputy Administrators and Staff Directors or their designees will be formed to select the cohort. Applicants will receive notification of their selection status by no later than the end of October.

To complete the form, save a copy to your computer then open with Acrobat

AMS Leadership, Education and Development (LEAD) Program Application for Admission

1.	Applicant's Name:				
	First		[.I.	Last	
2.	Email Address:				
3.	Grade Level: GS 4. J	Job Title:			
5.	Applicant's Duty Station:				
6.	Program Area (select one):				
	Civil Rights Cotton and Tobacco Commodity Procurement Dairy Fair Trade Practices Federal Grain Inspection Service Field Support Services Information Technology Service Legislative & Regulatory Review	Livestock & Management National Org Public Affair Science & Te Specialty Cro Transportation Other	and A anic Pr s echnolo pps	nalysis Program rogram ogy	
7.	Statement of Commitment				
	The AMS LEAD program is approximately one year in length and requires a significant commitment by both the student and her/his employer. Please indicate your commitment by attesting to the statement below:				
	 I state that if accepted into the LEAD program, I will: Attend all classes and complete all work assignments; Energetically participate in class discussions with civility and mutual respect; Engage in all assessment and development activities (the 360 assessment, DiSC assessment, Hogan HDS Survey, working one-on-one with a coach, etc.); and Look for opportunities to practice what I've learned in my daily work. 				
	I also understand that the AMS LEAD guarantee of future promotion or job of		velopn	nental activity, and is not a	
	By my signature below, I affirm that I commitment and agree to abide by the			d understand this statement	of
	oplicant's signature		 Date	,	-



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8. Statement of Interest

In the space below, please explain why you would like to be selected for the AMS LEAD program, and how you believe it will assist you in meeting your career goals.



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9. Supervisor's Statement of Support

In the space below, the applicant's <i>direct supervisor</i> should indicate why he/she believes the
applicant would be a good choice for acceptance into the AMS LEAD program. I understand
that if my employee is selected, I will provide them adequate time to attend all LEAD
classes and work on their management project.

Supervisor's signature	Date					
Supervisor's Email Address:						
0. Staff Director/Deputy Administrator Statement of Support						
	space below, the applicant's staff director or Deputy Administrator should indicate he/he believes the applicant would be a good choice for acceptance into the AMS program.					
Signature Applicant's Deputy Administrator or Staff Director	Date					

**The completed application must be submitted to Charles Parrott no later than September 20, 2018 to the following address: Charles.Parrott@ams.usda.gov.

