



## Oregon Department of Forestry

# AGENCY LEADERSHIP PROGRAM 2005-06

## An Overview

### Purpose of the Agency Leadership Program (ALP)

- Provide an opportunity to enhance the skills and institutional knowledge of current and future leaders of the Oregon Department of Forestry. This program is a key component of the Department's succession management plan in preparing the agency and its employees for the future.

### Program Objectives

- Identify and inspire future and current Department leaders while providing opportunities for enhancing their leadership skills and increasing their institutional knowledge.
- Provide a three-dimensional approach to leadership development, which includes:
  - Leadership principles and competencies;
  - Personal development and training; and
  - Sharpen perspectives on the "business" of the Department, including historical occurrences, and internal and external agency relationships.
- Participants in the class will be challenged by the course material; emphasis will be on "leadership" as opposed to just "management."

### Program Concepts

- Program consists of multiple-day sessions over a seven month period. This design allows for the learning and experiences to be reinforced and tested in the work place, as well as allowing adequate time for the critical topics to be adequately covered.
- For 2005-06, five sessions will take place during the weeks of November 28<sup>th</sup>, January 23<sup>rd</sup>, February 20<sup>th</sup>, April 3<sup>rd</sup> and May 15<sup>th</sup>.

### Target Audience

- Employees with aspirations and demonstrated potential to achieve positions of leadership.
- Criteria used to select participants:
  - ✓ Individual's application and supervisor's recommendation
  - ✓ Seeking a diverse group of individuals representing various occupations, programs and geographic locations

- ✓ Attended Seven Habits training, ODF's "Covey +" training, or completed ODF's "Increasing Personal Effectiveness" training and read the Seven Habits book by the beginning of the ALP program
- ✓ ALP Planning Committee's application review
- ✓ Agency Strategic Organizational Management Group review
- ✓ Physical class size considerations

## **Curriculum Concepts**

- Enhancement of leadership skills, including problem solving, conflict resolution, productive meetings, facilitation skills, interpersonal skills and strategic planning through this higher level of exposure.
- Provide a deeper understanding of ODF's history, focusing on benchmark situations that required action by our leaders of that time.
- Provide an opportunity for active learning by applying leadership concepts and issues to Department activities.
- Reinforced learning by utilizing learning journals, learning partners and third party teaching of concepts discussed in the program.
- Personal and leadership training will be based on Stephen Covey's The 7 Habits of Highly Effective People, Personality Profiles, and the experience of proven leaders.
- Interface with the Department's Executive Team, better understand their roles, and an increased understanding of the Department's programs and major issues facing our agency.
- In depth discussions with the Department's stakeholders, customers, and partners.
- Opportunity to showcase Leadership Team positions, and the challenges ahead in succession management.
- Exposure to the Oregon Legislature and legislative process.
- In-depth discussion of the Board of Forestry's and Department's strategic planning and budget processes.
- Expand exposure to the Governor's office of natural resources, and state agencies in that group. Emphasis on a better understanding of others, and to seek ways to enhance working relationships to more effectively meet state natural resource goals.
- Discussions with federal agencies, both natural resource agencies and/or those that either regulate ODF, or with whom we have cooperative agreements.

## **Program Dates and Locations**

- Session One: November 29 & 30 and December 1, 2005 in Salem
- Session Two: January 24 & 25, 2006 in Salem
- Session Three: February 21, 22, 23, 2006 in Forest Grove
- Session Four: April 4, 5, 6, 2006 in Roseburg
- Session Five: May 16 & 17, 2006 in Salem