



VA Aspiring Leaders Program (ALP) VA Leadership Development Mentoring Program (LDMP)

“The training provided me with new tools and skills to take action and have a positive impact in transformational change. I was given the opportunity to learn creative ways to deliver the best care anywhere.”

Leadership and Change Program Participant

To support Veterans Affairs (VA) as it transforms into a 21st Century institution that better meets the needs of our Veterans and their families, VA Learning University is offering you and your staff a chance to develop the tools and skills to understand and lead this change.

That’s why VA Learning University (VALU) has launched the Leadership and Change Programs—designed to give you timely, useful training in change and transformation. This ambitious, multi-faceted training initiative provides targeted learning that addresses the needs of VA employees at every experience level and creates customized training to assist all VA organizations in meeting their individual learning goals. From organization-wide training programs—designed to focus entire VA facilities or departments on working together to achieve their goals—to team-focused and individual trainings that help VA employees in their own professional development path, we have the training that is right for you.

Contact VALU at VALU.training@va.gov or visit VA’s Learning Management System to begin your customized or individual training today!

Description

VA Learning University (VALU) offers two leadership programs designed to develop *high potential, high performing* employees assigned to VA Central Office (VACO) and VACO Field Offices. The Aspiring Leaders Program (ALP) and The Leadership Development Mentoring Program (LDMP) aim to build and sustain a diverse, high quality workforce, thus ensuring a cadre of competent and committed individuals prepared to assume greater levels of responsibility and leadership roles for VA. These programs extend 10-12 months and are open to all administrations and staff offices.

ALP and LDMP facilitate the development of a **Mentoring Action Plan (MAP)** based on a combination of the VA High Performance Development Model (HPDM), Executive Core Qualifications (ECQ’s), Office of Personnel Management (OPM), and VA’s Transformational Leadership competencies. The MAP will be used to identify goals and learning modalities, monitor accomplishments, and evaluate program effectiveness. Each participant will be assigned a **trained mentor** to enhance learning and facilitate the leadership development experience, in addition to fostering mentoring as a key aspect of VA’s continuous learning culture.

Target Audience

ALP	LDMP
GS 9-12, Wage Grade Equivalent, or T/38 Hybrid Equivalent	GS 12-14, Wage Grade Equivalent, or T/38 Hybrid Equivalent



An HR&A initiative to invest in people development, workforce engagement and talent management for the delivery of high-quality healthcare, benefits and other service to Veterans and their families.



U.S. Department of Veterans Affairs



Participants in ALP are considered high performing employees who currently exhibit core leadership characteristics, including initiative, positive attitude, and a strong commitment to excellence. Critical to selection is the *candidate's desire to pursue leadership in VA* and supervisor endorsement of their readiness for leadership development. VA is committed to diversity and inclusion in our leadership development programs, and is reaching out to diverse groups of candidates.

Allocation

25-30/per class

Program Parameters:

Participants will attend a 3-hour orientation, in addition to 5 sessions that span 3-5 days each throughout the program year. These sessions are customized to the learning needs of the cohort, based on results of a 360-degree group profile. There will also be a one-day session designed to build rapport and to begin drafting the *Mentoring Action Plan and Agreement* for mentors and mentees. The program also includes participation in OPM's Leadership Assessment Program, in addition to individual and group projects, readings, and/or access to shadowing/detail experiences.

Program Manager:

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VA LEARNING UNIVERSITY: YOUR PARTNER FOR CHANGE

Powered by ADVANCE, VALU works with VA employees and leaders like you to put effective change management in the forefront of our operations. As VA begins implementing steps to transform into a 21st century organization that is people-centric, results-driven, and forward-looking, engaging change leaders is critical.

VALU is your partner in driving this historic transformation and motivating your team to be unifying, innovative change agents that make a difference in the lives of our Veterans.

VALU your potential. VALU our Veterans. Be a positive force for change.

For additional information about the VA Learning University's Leadership and Change Programs, please write to us at VALU.Training@va.gov.