Leadership Competencies Crosswalk

DES offers many courses that support and further your leadership journey. This table is a crosswalk between DES leadership course offerings and the core competencies used in Leading Others and The Art of Leading Teams.

			Leading Oth	ers and The Ar	t of Leading Te	ams.					
DES Course Offerings	Build Relationships	Fosters Teamwork & Collaboration	Communicates Effectively	Makes Things Happen as a Public Servant	Leads and Navigates Change	Embraces & Embeds Inclusion in Decision - making	Models & Champions our Culture & Values	Culitaves a Shared Strategic Vision	Develops People	Drives Results	Fosters Learning
360 Degree Assessment Briefing									Х		
7 Habits of Highly Effective People	Х	Х	Х	Х	Х					Х	
Achieving Results Through Employee Engagement	Х	Х		Х			Х	Х	Х	Х	Х
Art of Delivering Positive Feedback	Х								Х		
Budgeting for the Non-Financial Manager				Х							
Building a Resilient Team		Х					Х	Х		X	
Coaching as a Leadership Style				Х					Х	X	
Coaching: How Leaders Develop the Next Leaders									X	X	
Creating a Motivational Mindset			Х		X				^	^	
Creating Psychological Safety on Teams	V	V	^	V							
	X	X Fosters Teamwork	Communicates	X Makes Things	X Leads and	Embraces &	Models &	Culitaves a Shared			
DES Course Offerings	Relationships	& Collaboration	Effectively	Happen as a Public Servant	Navigates Change	Embeds Inclusion in Decision - making	Champions our Culture & Values	Strategic Vision	Develops People	Drives Results	Fosters Learning
Creating Psychological Safety Through Conversations	Х	Х	Х	Х				Х			
Crucial Learning Crucial Conversations Train the Trainer Certification	Х	Х	Х		Х	Х	Х		Х		
Crucial Learning Crucial Influence	Х	Х			Х		Х	Х		Х	
Dealing With Troubled, Toxic, or Negative People										Х	
Delegating Effectively		Х							Х		
Effective Employee Onboarding	Х	Х		Х				Х	Х		
Effective Feedback Coaching Skills			Х	Х					Х		
Effective Performance Management: Best Practices and Tools for Leaders at all Levels			Х	Х						Х	
Effective Problem Solving and Decision Making				Х						Х	Х
Emotional Intelligence at Work				Х							Х
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Exceptional Coach: How to Assist Others in Going from Average to Excellent		Х	Х	Х	Х				Х		
Five Dysfunctions of a Team	Х	Х									
Franklin Covey 4 Essential Roles of Leadership		Х		Х			Х	Х		Х	
Franklin Covey 6 Critical Practices of Leadership		Х		Х				Х	Х	Х	
Franklin Covey 7 Habits of Highly Effective People	Х	Х	Х	Х	Х					Х	Х
Franklin Covey Change Management: How to Turn					Х				Х		
Uncertainty into Opportunity Franklin Covey Leading at the Speed of Trust	Х	Х	Х	Х			Х				
Harnessing the Power of Agile EQ											Х
Introduction to Elemental Leadership						ī					X
Karaka Ballalia and Effective Town	Х						Х			Χ	
Keys to Building an Effective Team	Х	X					Х		Х	Х	
Language of Leadership Part 1: Enhancing Your		X	Y		Y	Y			Х	Х	X
Language of Leadership Part 1: Enhancing Your Leadership Potential Leadership Command Presence I: building Aceptance &	X	X	X		Х	Х	X		Х	X	Х
Language of Leadership Part 1: Enhancing Your Leadership Potential Leadership Command Presence I: building Aceptance & Credibility While Communicating Influentially	X X Build	X Fosters Teamwork	X	Makes Things	Leads and	Embraces &	X Models &	Culitaves a Shared	X	X	
Language of Leadership Part 1: Enhancing Your Leadership Potential Leadership Command Presence I: building Aceptance & Credibility While Communicating Influentially DES Course Offerings	X	Х	Х	Makes Things Happen as a Public Servant			Х	Culitaves a Shared Strategic Vision	X Develops People	X Drives Results	Х
Language of Leadership Part 1: Enhancing Your Leadership Potential Leadership Command Presence I: building Aceptance & Credibility While Communicating Influentially	X X Build	X Fosters Teamwork	X	Happen as a	Leads and Navigates	Embraces & Embeds Inclusion in Decision -	X Models & Champions our				X
Language of Leadership Part 1: Enhancing Your Leadership Potential Leadership Command Presence I: building Aceptance & Credibility While Communicating Influentially DES Course Offerings Leadership Command Presence II: building Aceptance &	X X Build	X Fosters Teamwork & Collaboration	X Communicates Effectively	Happen as a	Leads and Navigates	Embraces & Embeds Inclusion in Decision -	X Models & Champions our				X
Language of Leadership Part 1: Enhancing Your Leadership Potential Leadership Command Presence I: building Aceptance & Credibility While Communicating Influentially DES Course Offerings Leadership Command Presence II: building Aceptance & Credibility While Communicating Influentially	X X Build	X Fosters Teamwork & Collaboration	X Communicates Effectively	Happen as a	Leads and Navigates	Embraces & Embeds Inclusion in Decision -	X Models & Champions our				X X Fosters Learning

Leading an Inspired Workforce Part I: Empowering		Х		Х					Х	Х	
DES Course Offerings	Build	Fosters Teamwork		Makes Things	Leads and	Embraces &	Models &	Culitaves a Shared			
DL3 Course Offernigs	Relationships	& Collaboration	Effectively	Happen as a Public Servant	Navigates Change	Embeds Inclusion in Decision - making	Champions our Culture & Values	Strategic Vision	Develops People	Drives Results	Fosters Learning
Leading from the Middle: Influencing without Direct Authority	Х	Х	Х	Х	Х		Х			Х	
Leading Others Part II Module 1 (Exploring Leadership)								Х		Х	
Leading Others Part II Module 2	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х
(Leading Effectively) Leading Others Part II Module 3		^		^					^		Α
(Cultivating Self-Awareness) Leading Others Part II Module 4			Х		Х	Х	Х				
(Creating Inclusive Culture)	Х	Х	Х			Х	Х				
Leading Others Part II Module 5 (Measuring Success)										Х	
Leading Others Part II Module 6 (Driving Performance)									Х		Х
DES Course Offerings	Build Relationships	Fosters Teamwork & Collaboration	Communicates Effectively	Makes Things Happen as a	Leads and Navigates	Embraces & Embeds Inclusion	Models & Champions our	Culitaves a Shared Strategic Vision			
	Relationships	a conaboration	Enecurery	Public Servant	Change	in Decision - making	Culture & Values	Strategic Vision	Develops People	Drives Results	Fosters Learning
Managing Change & Making Great Decisions			Х		Х		Х				
Mediation Tools and Skills		Х	Х								
Managing Change & Making Great Decisions	Х	Х	Х	Х	Х	Х					
Mind of a Manager, Heart of a Leader	Х	Х	Х			Х			Х		
Motivating & Coaching to Build Top Talent			Х						X	Х	Х
Motivational Conversations			X		Х						X
Multigenerational Workforce Challenges & Solutions	X	Х	X			Х	Х	Х			~
Outward vs. Inward Mindset		^	Λ	Х		^	^				Х
Performance & Development Plan (PDP)	Х			^		Х	Х	Х	Х	Х	X
Prevent and Overcome Burnout for Supervisors and						^		^	^	^	X
Leaders							X				^
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DES Course Offerings	Build Relationships	Fosters Teamwork & Collaboration	Communicates Effectively	Makes Things Happen as a Public Servant	Leads and Navigates Change	Embraces & Embeds Inclusion in Decision - making	Models & Champions our Culture & Values	Culitaves a Shared Strategic Vision	Develops People	Drives Results	Fosters Learning
				Happen as a	Navigates	Embeds Inclusion in Decision -	Champions our		Develops People	Drives Results	Fosters Learning
DES Course Offerings Recognizing & Mitigating Bias in Hiring (Required)				Happen as a	Navigates	Embeds Inclusion in Decision - making	Champions our Culture & Values	Strategic Vision		Drives Results	
DES Course Offerings Recognizing & Mitigating Bias in Hiring (Required) (elearning)		& Collaboration	Effectively	Happen as a	Navigates	Embeds Inclusion in Decision - making	Champions our Culture & Values	Strategic Vision			X
DES Course Offerings Recognizing & Mitigating Bias in Hiring (Required) (eLearning) Resolving Workplace Conflict	Relationships	& Collaboration	Effectively	Happen as a	Navigates	Embeds Inclusion in Decision - making	Champions our Culture & Values	Strategic Vision	Х		X
DES Course Offerings Recognizing & Mitigating Bias in Hiring (Required) (eLearning) Resolving Workplace Conflict Respect in the Workplace Servant Leadership Sexual Harassment Awareness & Prevention for Managers	Relationships	& Collaboration X X	Effectively	Happen as a Public Servant	Navigates	Embeds Inclusion in Decision - making	Champions our Culture & Values	X X	X		X
DES Course Offerings Recognizing & Mitigating Bias in Hiring (Required) (eLearning) Resolving Workplace Conflict Respect in the Workplace Servant Leadership	Relationships	& Collaboration X X	X	Happen as a Public Servant X X	Navigates	Embeds Inclusion in Decision - making	Champions our Culture & Values X X X	X X X	X X X	X	X
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DES Course Offerings Recognizing & Mitigating Bias in Hiring (Required) (eLearning) Resolving Workplace Conflict Respect in the Workplace Servant Leadership Sexual Harassment Awareness & Prevention for Managers and Leaders Performance & Development Plan (PDP) Strategic Planning: Effective Teams Make All the Difference Strengthsfinder for Leaders and Managers Succession Planning: Developing Leaders Before	Relationships X X	X X X X	X	Happen as a Public Servant X X	Navigates Change	Embeds Inclusion in Decision - making X	Champions our Culture & Values X X X X X	X X X X	X X X X	X	X X
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