

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.

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	Cultivates a Shared Strategic Vision	Develops People	Drives Results	Fosters Learning
360 Degree Assessment Briefing									X		
7 Habits of Highly Effective People	X	X	X	X	X					X	
Achieving Results Through Employee Engagement	X	X		X			X	X	X	X	X
Art of Delivering Positive Feedback	X								X		
Budgeting for the Non-Financial Manager				X							
Building a Resilient Team		X					X	X		X	
Coaching as a Leadership Style				X					X	X	
Coaching: How Leaders Develop the Next Leaders									X	X	
Creating a Motivational Mindset			X		X						
Creating Psychological Safety on Teams	X	X		X	X						
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Creating Psychological Safety Through Conversations	X	X	X	X				X			
Crucial Learning Crucial Conversations Train the Trainer Certification	X	X	X		X	X	X		X		
Crucial Learning Crucial Influence	X	X			X		X	X		X	
Dealing With Troubled, Toxic, or Negative People										X	
Delegating Effectively		X							X		
Effective Employee Onboarding	X	X		X				X	X		
Effective Feedback Coaching Skills			X	X					X		
Effective Performance Management: Best Practices and Tools for Leaders at all Levels			X	X						X	
Effective Problem Solving and Decision Making				X						X	X
Emotional Intelligence at Work				X							X
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Exceptional Coach: How to Assist Others in Going from Average to Excellent		X	X	X	X				X		
Five Dysfunctions of a Team	X	X									
Franklin Covey 4 Essential Roles of Leadership		X		X			X	X		X	
Franklin Covey 6 Critical Practices of Leadership		X		X				X	X	X	
Franklin Covey 7 Habits of Highly Effective People	X	X	X	X	X					X	X
Franklin Covey Change Management: How to Turn Uncertainty into Opportunity					X				X		
Franklin Covey Leading at the Speed of Trust	X	X	X	X			X				
Harnessing the Power of Agile EQ											X
Introduction to Elemental Leadership	X						X			X	X
Keys to Building an Effective Team		X							X		X
Language of Leadership Part 1: Enhancing Your Leadership Potential	X	X	X		X	X	X				
Leadership Command Presence I: building Acceptance & Credibility While Communicating Influentially	X		X								X
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Leadership Command Presence II: building Acceptance & Credibility While Communicating Influentially		X	X								
Leadership NEXT											X
Leadership Presence	X	X					X				
Leading & Managing Change				X	X						

Leading an Inspired Workforce Part I: Empowering Supervision		X		X					X	X	
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Leading from the Middle: Influencing without Direct Authority	X	X	X	X	X		X			X	
Leading Others Part II Module 1 (Exploring Leadership)								X		X	
Leading Others Part II Module 2 (Leading Effectively)	X	X	X	X	X	X	X	X	X	X	X
Leading Others Part II Module 3 (Cultivating Self-Awareness)			X		X	X	X				
Leading Others Part II Module 4 (Creating Inclusive Culture)	X	X	X			X	X				
Leading Others Part II Module 5 (Measuring Success)										X	
Leading Others Part II Module 6 (Driving Performance)									X		X
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Managing Change & Making Great Decisions			X		X		X				
Mediation Tools and Skills		X	X								
Managing Change & Making Great Decisions	X	X	X	X	X	X					
Mind of a Manager, Heart of a Leader	X	X	X			X			X		
Motivating & Coaching to Build Top Talent			X						X	X	X
Motivational Conversations			X		X						X
Multigenerational Workforce Challenges & Solutions	X	X	X			X	X	X			
Outward vs. Inward Mindset				X							X
Performance & Development Plan (PDP)	X					X	X	X	X	X	X
Prevent and Overcome Burnout for Supervisors and Leaders							X				X
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Recognizing & Mitigating Bias in Hiring (Required) (eLearning)						X	X	X	X		X
Resolving Workplace Conflict		X	X							X	X
Respect in the Workplace	X	X				X		X	X		
Servant Leadership	X	X		X			X	X	X		X
Sexual Harassment Awareness & Prevention for Managers and Leaders			X	X			X		X		
Performance & Development Plan (PDP)			X	X			X	X	X	X	
Strategic Planning: Effective Teams Make All the Difference	X	X				X			X	X	
Strengthsfinder for Leaders and Managers				X							X
Succession Planning: Developing Leaders Before Its Too Late		X			X		X	X	X		X
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Team Building: Developing High-Performance Teams	X	X	X						X	X	
Team Skills: Participating on & Leading Effective Teams											
The Art of Leading Teams Module 1 (Team Building)	X	X	X		X	X	X	X	X	X	
The Art of Leading Teams Module 2 (Building Trust)	X	X	X	X	X	X	X	X	X	X	X
The Art of Leading Teams Module 3 (Conflict Management)	X	X	X			X				X	X
The Art of Leading Teams Module 4 (Performance Management)		X	X	X	X	X		X	X	X	
The Art of Leading Teams Module 5 (Risk Mitigation)				X	X	X				X	X
Using "The Leadership Challenge" to Bring Out the Best in Others	X	X		X	X		X	X	X		X
Workplace Violence Prevention & Management for Supervisors and HR			X	X			X				X