



Learning and Career Management (LCM)

**Briefing to FTCP
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Mission and Vision



Mission Statement

LCM is the strategic business partner, architect, implementer, and evaluator of value-added learning programs, products, and services that benefit the NNSA workforce through increased employee and organizational performance.

Vision Statement

To be the premier organization that provides proven, innovative, collaborative, cost-effective, and optimal learning in order to drive optimal performance across the enterprise.



OneLearning Initiative



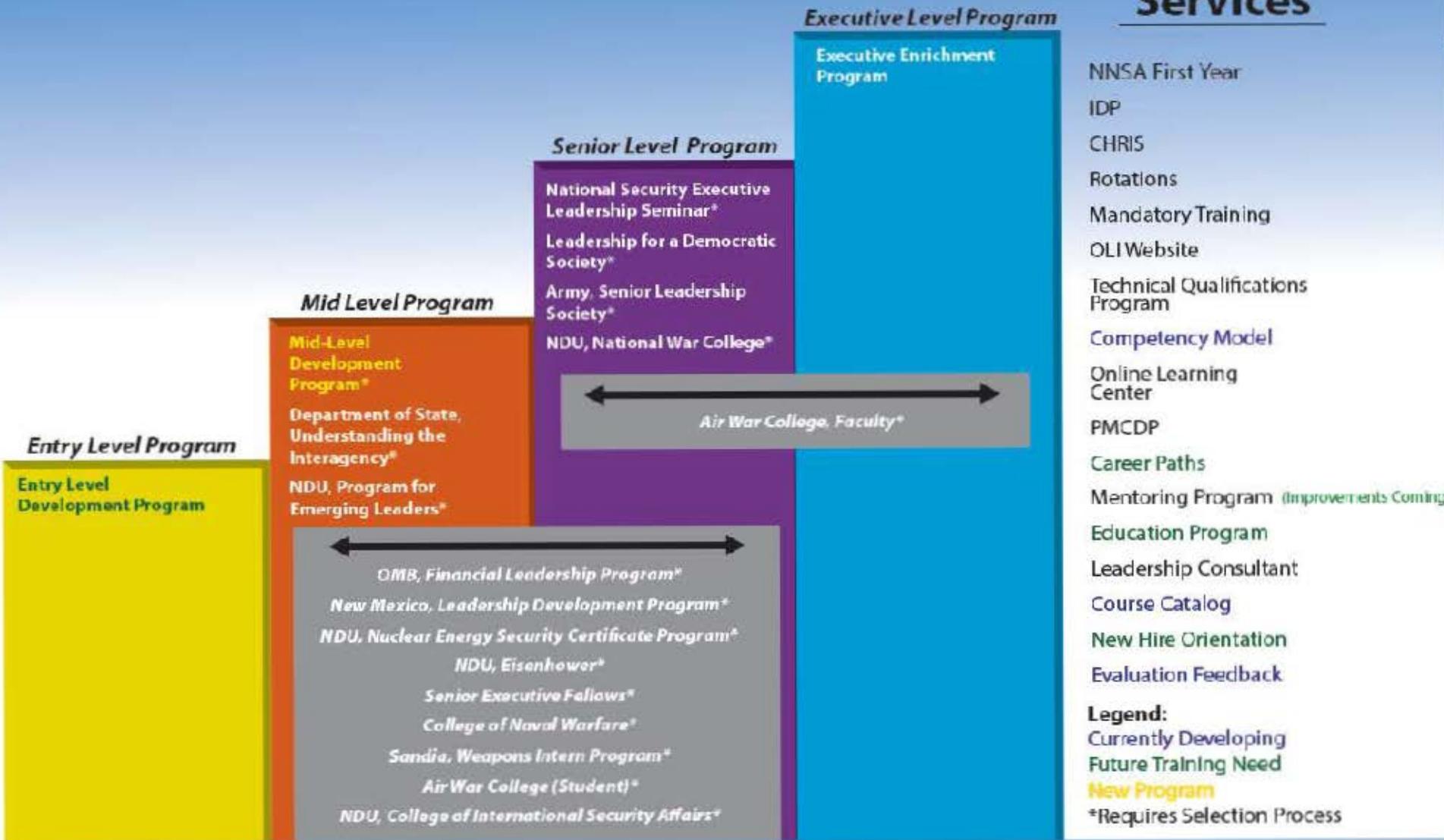
OneLearning Initiative (OLI) is a unified leadership and development effort that brings together the Nuclear Security Enterprise and provides our workforce with the tools and resources to do their jobs better.

Goals:

- Establish a robust, cohesive leadership and career management program
- Create one integrated system for all leadership, development, and training programs
- Increase accountability and commitment from managers
- Establish direct linkage to NNSA Mission
- Expect return on investment
- Achieve and maintain excellence in leadership and staff development

One Leadership Framework

Services





LCM Products & Services

(<http://oneleadership.na.gov/>)



NNSA 1st Year

Virtual Orientation
Center

NNSA Connects –
*The Human
Knowledge Network*
(mentoring)

Rotations Programs

Corporately Funded
Training Courses

Supervisory Training

Registration,
Logistics, Facilities,
Vendors

Learning Evaluations



LCM Products & Services (cont'd)

(<http://oneleadership.na.gov/>)



Training Needs
Assessment

Leadership Programs
FEI, NWC, AWC, SNL
WIP, PEL, CISA, ES

Learning
Consultants

Technical
Qualifications
Program

Individual
Development Plan
(IDP) Training

Mid-Level
Development
Program



Executive
Development
Program



Competency
Models



Career
Paths



Learning Activities: A Wide Spectrum of Economical Options



- Development avenues:
 - Foundational
 - Leadership progression (entry/middle/senior/executive)
 - Technical/Functional
- Activities targeting specific competencies
- Mentoring
- Coaching
- Action learning teams
- Developmental assignments
- Rotations/job swaps
- Shadowing
- Conferences/seminars (if they meet specific requirements)
- On-the-job training
- Self study
- Discussions with subject matter experts
- Site visits

LCM can work with you and your team to create a dynamic learning environment aligned with mission needs



Current & Near-Term Priorities (list not all-inclusive)



- Merge ATA and IDP process: May-July 2016
- Procure new LMS: through end-FY2016 (possibly early FY2017)
- Launch foundational competency model: Fall 2016
- Launch initial occupational competency models and career roadmaps for:
 - Security professionals (aligned with Nuclear Security Roadmap)
 - Foreign affairs specialists
- Focus developmental menus for all supervisors
- Implement Executive Order on Strengthening the SES
- Strengthen our evaluation framework
- Institute quality control standards for curricula and instructors
- Sustain and build upon relationship with FTCP community
- Be a strategic business partner with stakeholders on talent development



Resources



- Dr. Dave Rude, CLO & LCM Director, dave.rude@nnsa.doe.gov, 202-586-0349
- The OneLearning email: onelearning@nnsa.doe.gov
- Website: <http://oneleadership.na.gov> **
- NNSA Technical Qualification Program: <https://portal.na.gov/NA-MB/na-mb-40/NA-MB-42/TQP/SitePages/Home.aspx>
- You can also visit our Powerpedia page at:
<https://powerpedia.energy.gov/wiki/OneLeadership>
- NNSA Virtual Orientation Center: <http://nnsa.energy.gov/orientation/voc>
- NNSA Mentoring Website: <https://nnsa.openmentoring.com>
- Corporate Training Calendar: <http://oneleadership.na.gov/the-oli-vision/16540-2/>
- Supervisory Training Calendar: <http://oneleadership.na.gov/products-and-services/supervisory-training/>

** link updates coming to reflect recent name change