VA Leadership Development Framework
FranklinCovey Crosswalk

Service first, leadership always – Promoting leadership growth through lifelong learning in service to America's Veterans

A Note on the Leadership Development Framework:

This crosswalk provided by FranklinCovey, is intended to meet the contract deliverables of the All Access Pass and *supplement* the tools provided by HLTI to meet the requirements of the Leadership Development Framework (LDF). FranklinCovey content is certainly not the only content available to VHA learning professionals and this learning guide is not meant to be single option alignment to the LDF. Instead, the intent of this crosswalk is to help you, as a learning leader, easily identify the broad topics and content areas of the All Access Pass and Jhana that could supplement your training plans in support of the LDF.
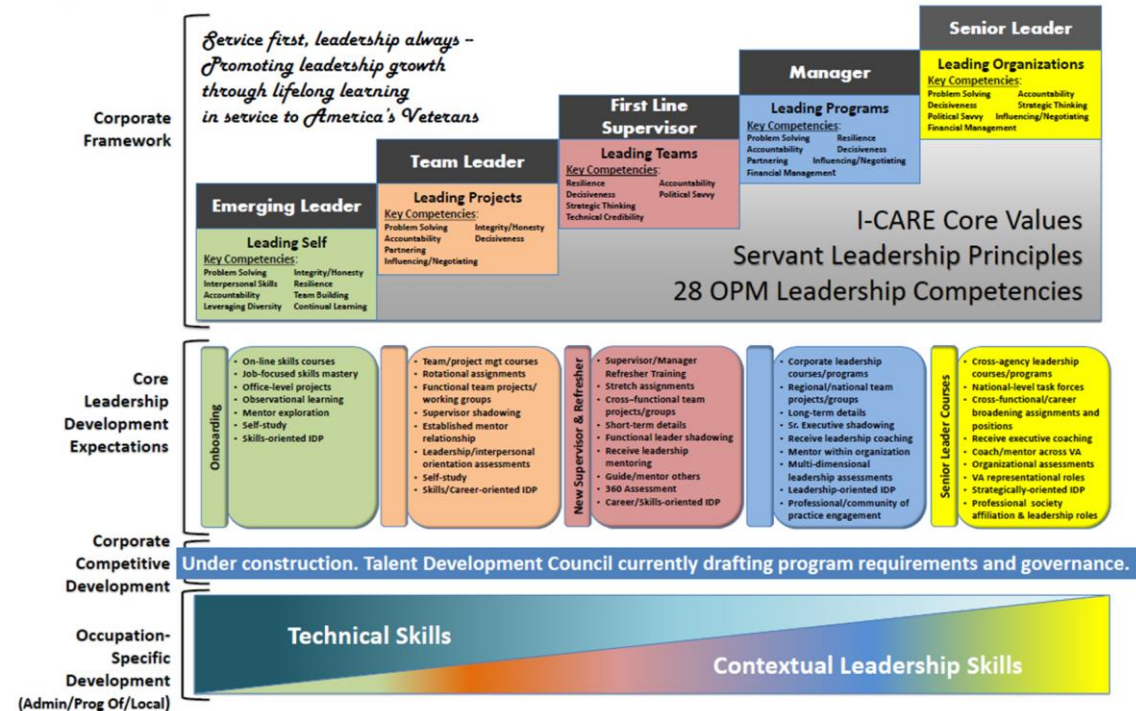
A Note on LeadX

We want to clarify that FranklinCovey products are not in competition with HLTI's Exploration in Leadership (LeadX) program. **LeadX is intended to be VHA's answer to self-development.** FranklinCovey's resources from the All Access Pass Portal and Jhana are intended to supplement, rather than replace LeadX.

For Additional information on LeadX, visit here:

[LeadX: Introducing VHA's New Self-Paced, Web-based Leadership Development Program! – Healthcare Leadership Talent Institute (HLTI) (va.gov)](#))

FranklinCovey | GOVERNMENT
THE ULTIMATE COMPETITIVE ADVANTAGE

How to use this crosswalk

This high-level crosswalk serves as a snapshot guide of FranklinCovey content as it aligns to the VA's Leadership Development Framework (LDF).
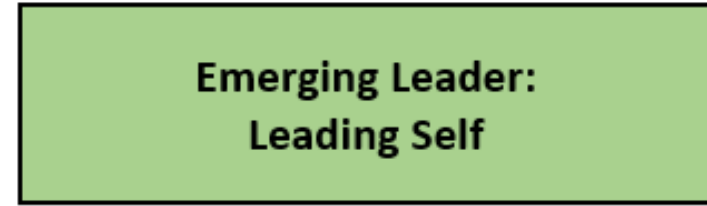
Each level of leadership contains three components:

(1) **"Primary Content"** – A primary content area that meets the competency needs of that leader level in the LDF.

(2) **"Supplemental Content"** – A supplemental content area that further supports the required competencies of that leader level with an emphasis on a particular critical skill.

(3) **"Jhana"** – The specific Jhana topics and video discussion guides that provide reinforcement and sustainment for the competencies outlined in that leader level of the LDF

What about other FranklinCovey content areas not included in the crosswalk?

There are 7 additional content areas NOT mapped to the LDF. These courses are focused on skills and can be pulled into your learning and development requirements as needed:

- **5 Choices** *(time management)*
- **7 Habits for Managers** *(supervisory refresher)*
- **7 Habits Leader Implementation** *(for leaders supporting 7 Habits in emerging leaders and working on culture)*
- **Leaders@Change** *(for middle managers implementing change)*
- **Leading Customer Loyalty** *(includes both a managerial and individual contributor track)*
- **Meeting Advantage** *(for anyone responsible for running meetings)*
- **Building Business Acumen** *(focused on understanding profit and loss across any business/organization).*

FranklinCovey | GOVERNMENT
THE ULTIMATE COMPETITIVE ADVANTAGE

Just click the content logo to be brought to that page in the All Access Pass Portal.

Emerging Leader: Leading Self

(1) THE 7 HABITS of Highly Effective People — SIGNATURE EDITION 4.0

(2) Writing Advantage — TOOLS FOR HIGHLY EFFECTIVE COMMUNICATION

(3) Jhana Topics:
- Individual Goals
- Time Management
- Business Writing
- Email

Video Discussion Guides:
- Managing Yourself
- Managing Up
- Business Writing

For Client Administrators:
- View useful resources on FranklinCovey's AAP Community Page.
- Email vacare@franklincovey.com for an invitation to our weekly AAP Portal Demos.

A note for the Microsoft Edge browser:
- You may need to 'Allow Cookies' in your Edge browser to open All Access Pass and Jhana content. Click here for three simple instructions to correct this issue!

FranklinCovey's All Access Pass
Value, Variety & Flexibility
Content Alignment to
VA's Leadership Development Framework (LDF)

Senior Leaders:
Leading Organizations

The 4 Essential Roles of LEADERSHIP

Find Out WHY
THE KEY TO SUCCESSFUL INNOVATION

Jhana Topics:
- Coaching
- Strategic Thinking
- Negotiation
- Innovation & Creativity

Video Discussion Activities:
- Setting Team Vision
- Strategy
- Problem Solving

Manager:
Leading Programs

Leading at the SPEED OF TRUST

LIZ WISEMAN'S MULTIPLIERS
HOW THE BEST LEADERS IGNITE EVERYONE'S INTELLIGENCE

Jhana Topics:
- Trust
- Team Culture
- Motivating Your Team
- Assessing Your Team

Video Discussion Activities:
- Establishing Credibility
- Managing Company Change
- Stress Management

First-Line Supervisor:
Leading Teams

THE 6 CRITICAL PRACTICES FOR LEADING A TEAM

UNCONSCIOUS BIAS

Jhana Topics:
- First 90 Days as a Manager
- Team Culture
- Addressing Unconscious Bias

Video Discussion Activities:
- Building Team Culture

Team Leader:
Leading Projects

PROJECT MANAGEMENT ESSENTIALS
For the *Unofficial* Project Manager

PRESENTATION ADVANTAGE
Communication Advantage Series

Jhana Topics:
- Project Management
- Persuading Others
- Giving Presentations

Video Discussion Activities:
- Project Management
- Running Meetings

Emerging Leader:
Leading Self

THE 7 HABITS of Highly Effective People®
SIGNATURE EDITION 4.0

Writing Advantage
TOOLS FOR HIGHLY EFFECTIVE COMMUNICATION

Jhana Topics:
- Individual Goals
- Time Management
- Business Writing
- Email

Video Discussion Guides:
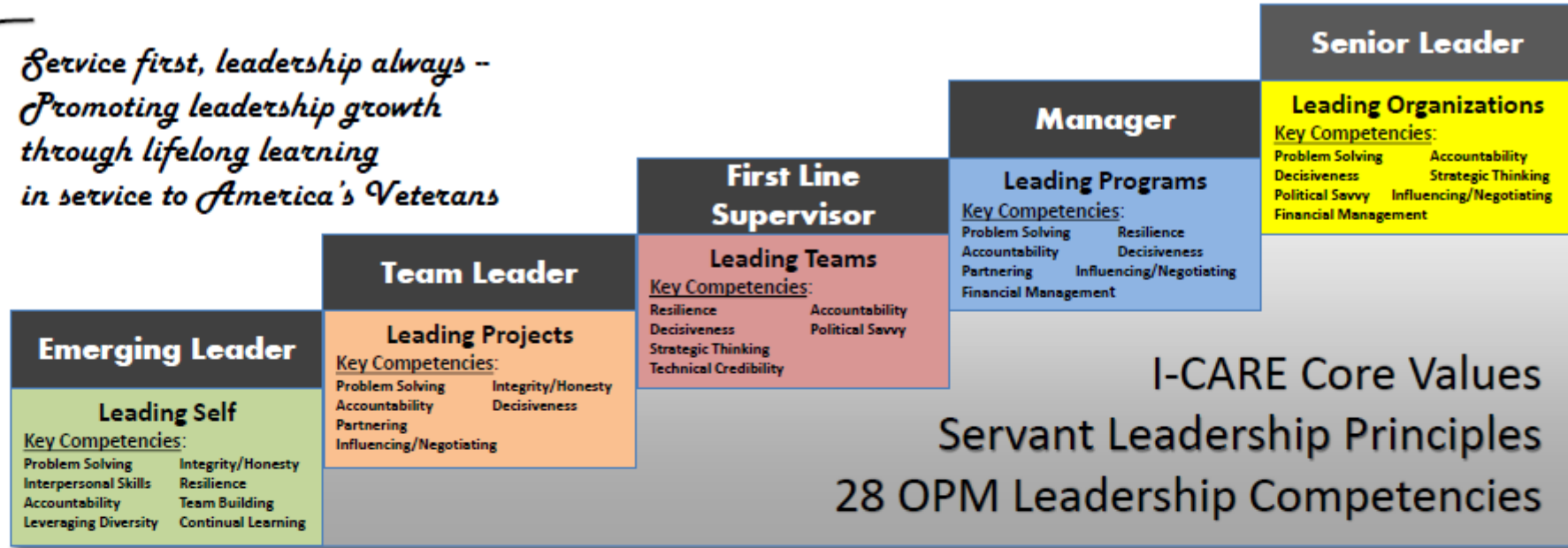- Managing Yourself
- Managing Up
- Business Writing

Service first, leadership always – Promoting leadership growth through lifelong learning in service to America's Veterans

*If you're having trouble opening any of these links in Adobe, click here and follow these simple steps to enable external links!

VA LDF

Service first, leadership always -- Promoting leadership growth through lifelong learning in service to America's Veterans

Corporate Framework

Senior Leader — Leading Organizations
Key Competencies:
- Problem Solving
- Decisiveness
- Political Savvy
- Financial Management
- Accountability
- Strategic Thinking
- Influencing/Negotiating

Manager — Leading Programs
Key Competencies:
- Problem Solving
- Accountability
- Partnering
- Financial Management
- Resilience
- Decisiveness
- Influencing/Negotiating

First Line Supervisor — Leading Teams
Key Competencies:
- Resilience
- Decisiveness
- Strategic Thinking
- Technical Credibility
- Accountability
- Political Savvy

Team Leader — Leading Projects
Key Competencies:
- Problem Solving
- Accountability
- Partnering
- Influencing/Negotiating
- Integrity/Honesty
- Decisiveness

Emerging Leader — Leading Self
Key Competencies:
- Problem Solving
- Interpersonal Skills
- Accountability
- Leveraging Diversity
- Integrity/Honesty
- Resilience
- Team Building
- Continual Learning

I-CARE Core Values
Servant Leadership Principles
28 OPM Leadership Competencies

Core Leadership Development Expectations

Onboarding

Emerging Leader:
- On-line skills courses
- Job-focused skills mastery
- Office-level projects
- Observational learning
- Mentor exploration
- Self-study
- Skills-oriented IDP

Team Leader:
- Team/project mgt courses
- Rotational assignments
- Functional team projects/working groups
- Supervisor shadowing
- Established mentor relationship
- Leadership/interpersonal orientation assessments
- Self-study
- Skills/Career-oriented IDP

New Supervisor & Refresher / First Line Supervisor:
- Supervisor/Manager Refresher Training
- Stretch assignments
- Cross–functional team projects/groups
- Short-term details
- Functional leader shadowing
- Receive leadership mentoring
- Guide/mentor others
- 360 Assessment
- Career/Skills-oriented IDP

Manager:
- Corporate leadership courses/programs
- Regional/national team projects/groups
- Long-term details
- Sr. Executive shadowing
- Receive leadership coaching
- Mentor within organization
- Multi-dimensional leadership assessments
- Leadership-oriented IDP
- Professional/community of practice engagement

Senior Leader Courses:
- Cross-agency leadership courses/programs
- National-level task forces
- Cross-functional/career broadening assignments and positions
- Receive executive coaching
- Coach/mentor across VA
- Organizational assessments
- VA representational roles
- Strategically-oriented IDP
- Professional society affiliation & leadership roles

Corporate Competitive Development

Under construction. Talent Development Council currently drafting program requirements and governance.

Occupation-Specific Development (Admin/Prog Of/Local)

Technical Skills

Contextual Leadership Skills