



Learning and Development “An Agency Overview”

May 19, 2022



Office of the Chief Human Capital Officer
Learning and Development Office
People first. Mission always.

NASA Talent Strategy



Serve
NASA

PLAN


Workforce to Mission



Ensure the right composition, alignment, & agility in our workforce as needs change, technology advances, & partnerships evolve.

ACQUIRE

Top Talent Quickly



Hire top talent quickly at NASA using all sources & tools available.

ENHANCE

How People Work



Maximize collaboration, creativity, & efficiency with enhanced technology & streamlined processes.

GROW

Employees & Leaders

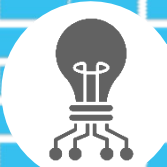


Reimagine career development as a series of fulfilling experiences where new skills & strong leadership are vital to mission success.

Build
OCHCO



Continue to find better ways to do business & serve customers.



Build a strong team & resilient foundation across OCHCO.

Facilitating a Learning Environment

Experience 70%

Exposure 20%

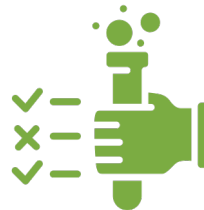
Education 10%



Short- and Long-Term
Details and Rotations



Special Projects
and Stretch
Assignments



Self-Directed
and Incidental
Learning

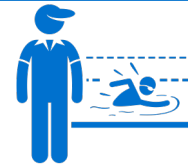
Job Shadowing



“Hands-On” Experience



Mentoring



Coaching



Communities of
Practice



SME Networks



Collaboration
Platforms



Structured Learning



Cohort Programs



Classroom Instruction



Academic Programs



Workshops



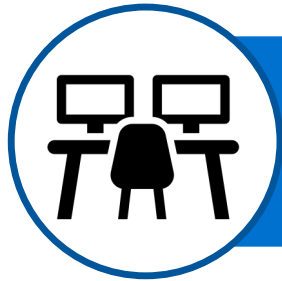
Webinars



Self-Study



Reading Materials



What is the Talent Marketplace?

- Talent Marketplace provides NASA employees access to non-competitive development opportunities across the agency and provides managers the ability to better tap all agency internal talent resources for their work.
- *TM has been redesigned to include the ability to announce, apply and make selections for competitive Leadership Development Programs.*
- Employees have two primary actions on the Talent Marketplace: building a user profile and applying for opportunities.



What does this mean for me as an employee?

- The Talent Marketplace provides you with:
- Easy view access to all non-competitive opportunities that fit your eligibility.
 - The ability to develop a personal profile that will alert you to opportunities that meet your criteria.
 - A clear, understandable process that you can track electronically.
 - Quicker resolution of applications and opportunities.
 - Transparency of eligibility, selection criteria, and processes.



Check the Learning and Development website to find current opportunities.

[Learning & Development - HR \(nasa.gov\)](https://www.nasa.gov/learning-development/hr)



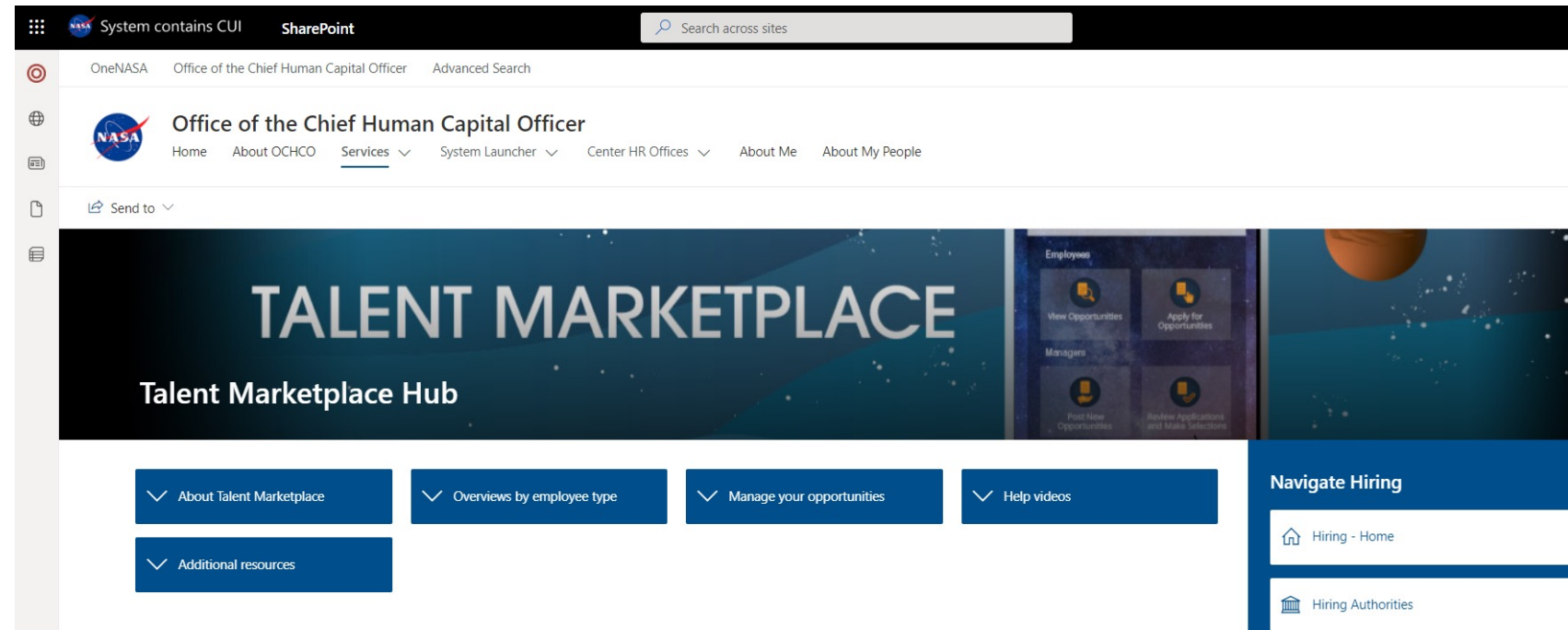
Competitive opportunities will be in Talent Marketplace. (coming soon)

[NASA - Talent Marketplace - Openings](#)

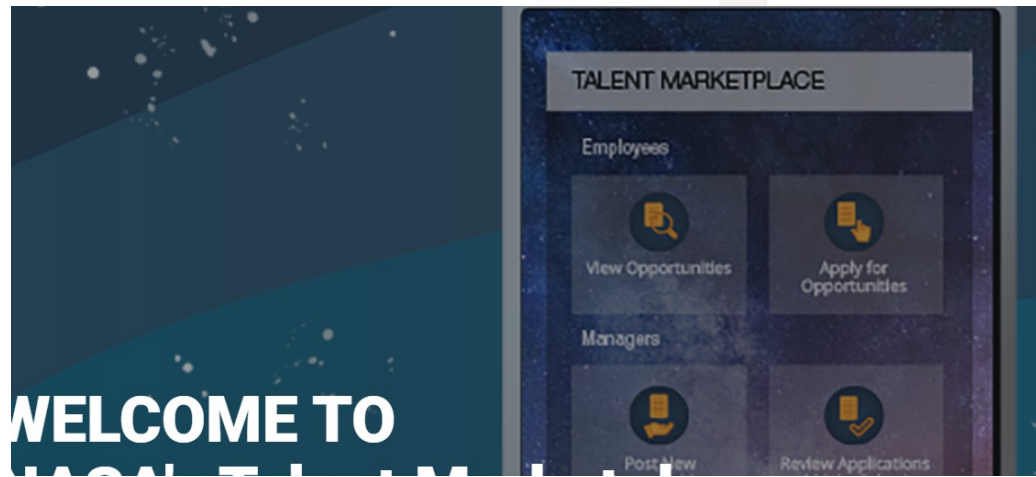


Check your center or MSEO websites for both center and agency training and development opportunities.

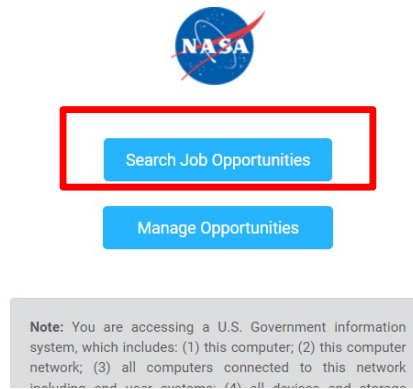
Talent Marketplace



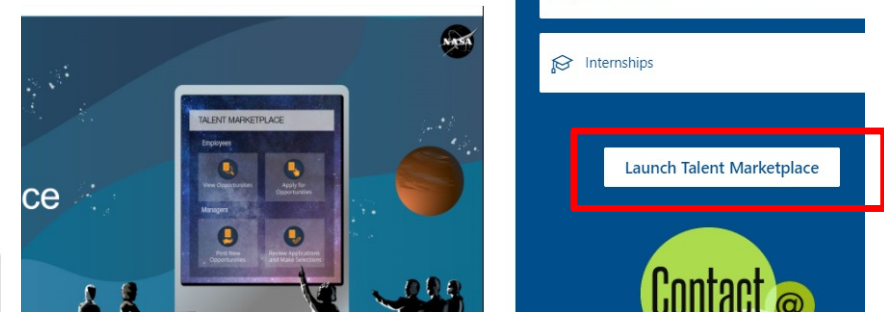
The screenshot shows the NASA Talent Marketplace Hub homepage. At the top, there is a search bar and navigation links for OneNASA, Office of the Chief Human Capital Officer, and Advanced Search. The main header features the NASA logo and the text "Office of the Chief Human Capital Officer" with sub-links for Home, About OCHCO, Services, System Launcher, Center HR Offices, About Me, and About My People. The central banner displays "TALENT MARKETPLACE" and "Talent Marketplace Hub". Below the banner are several navigation buttons: "About Talent Marketplace", "Overviews by employee type", "Manage your opportunities", "Help videos", and "Additional resources". On the right side, there is a "Navigate Hiring" sidebar with links for Hiring - Home, Hiring Authorities, Recruitment, Onboarding, and Internships.



This close-up view shows the "TALENT MARKETPLACE" interface. It is divided into two sections: "Employees" and "Managers". The "Employees" section includes buttons for "View Opportunities" and "Apply for Opportunities". The "Managers" section includes buttons for "Post New Opportunities" and "Review Applications and Make Selections".



This section features the NASA logo at the top. Below it are two buttons: "Search Job Opportunities" and "Manage Opportunities". The "Search Job Opportunities" button is highlighted with a red rectangular border. Below the buttons is a note: "Note: You are accessing a U.S. Government information system, which includes: (1) this computer; (2) this computer network; (3) all computers connected to this network including end-user systems; (4) all devices and storage..."



This section shows a smaller view of the Talent Marketplace interface. It includes the "TALENT MARKETPLACE" header and the "Employees" and "Managers" sections. A "Launch Talent Marketplace" button is highlighted with a red rectangular border. At the bottom right, there is a "Contact @" button.



Office of the Chief Human Capital Officer

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Send to

Learning & Development

The Learning and Development team is responsible for the agency's learning programs, including leadership and executive development, and serves all NASA centers, mission directorates, and mission support organizations. We work in collaboration with center learning offices, headquarters functional offices, and various agency stakeholders to ensure employees have access to opportunities to develop and grow professionally.

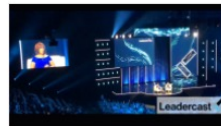
The 70-20-10 Model

Internal L&D Partners

External Learning Opportunities

Training Initiatives

Course List



Register for Leadercast 2022: The One Thing

About the event Date : May 4, 2022 Time : 9 a.m. EDT / 8 a.m. CDT or 9 a.m. MDT / 8 a.m. PDT Location : Online (SATERN) Registration Required? : Yes Are you...



Use the 70-20-10 Model to Achieve Your Development Needs

March 9, 2022 Through the 70-20-10 model, the learning and development team provides employees (civil servants) numerous resources and opportunities...

Navigate Learning & Development

Learning & Development Events

Employee Development

Leadership Development

Supervisors Series

Federally-Mandated Training

Learning & Development Contacts

SATERN

Resources

Leadership and Supervisor Development



OCHCO

Office of the Chief Human Capital Officer

One Clear and Helpful Framework

ECQ Competency Roadmap

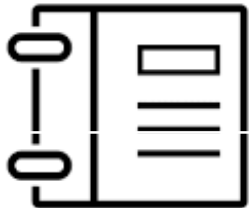
NASA Leadership Development: Competencies for Leading at all Levels



- Implement one agency-wide competency model with clearly defined skills and behavioral illustrations for each career stage
- Shift to ECQs for all employees to align to OPM and federal government and create ease in transition from GS to SES

Agency-wide Development Catalog

“Girl Scout Cookie” style of offerings tied to competency model and updated regularly based on feedback and agency strategic direction



- Will include center-created programs that are elevated to the agency-level
- Leverage agency procurement vehicles to reduce duplication, redundancy and costs
- Will serve as resource for performance/development conversations across Agency

Creating a Culture of Leadership

Focus Areas Tied to Agency Needs

- Focus areas driven by agency executive leadership and based on agency needs and industry best practices
- Focus areas incorporated across the curriculum
- Build capability of coaching into Leadership skills

Additional Elements

- Yearly Leadership Keynote speaker for entire Agency
- Acknowledgement that cross-Center cohorts remain an important element of Leadership Development
- Re-vamp successful Agency Leadership Development programs (FIRST, MLLP) to enhance throughput and reduce costs
- Take advantage of bulk buys using the HCAT umbrella contract and ensuring we utilize a variety of vendors
- Enhance partnership with APPEL and NSC to integrate appropriate elements of each other’s curriculum





NASA Employee Leadership Pipeline



Leadership Development

Overlap of LD and ED

Executive Dev.

Competencies

- Flexibility
- Team building
- Leveraging diversity
- Technology management
- Technical credibility
- Accountability
- Continual learning
- Integrity/honesty
- Public service motivation
- Interpersonal skills

Offerings

- Leading Through Influence
- Annual Broadcast (Simon Sinek)
- Simon Sinek Infinite and Start with Why Game classes
- Leadercast Live

Competencies

- Resiliency
- Creativity and innovation
- Partnering
- Customer service
- Problem solving
- Communication

Offerings

- NASA Emerging Leaders Program (NELP)
- NASA FIRST Reimagined

ECQ Competency Key

- Leading Change
- Leading People
- Business Acumen
- Building Coalitions
- Results Driven

Fundamental Competencies

Competencies

- Strategic thinking
- Conflict management
- Financial management
- Influencing and negotiating
- Decisiveness

Offerings

- Leading Through influence



Competencies

- Leveraging diversity
- Developing others
- HC management

Offerings

- Supervisor Series
- HR101 for supervisors
- Supervisor quick start video
- Monthly Supervisor Sessions
- Leading through Polarities
- Supervisor Learning Sprints
- Formal Coaching
- Supervisor Intensive Leadership Program (SILP)
- Inside Out coaching classes

Competencies

- Program/project leadership
- Multi-center work
- Technical excellence

Offerings

- ECQ Workbook
- Aspiring Exec AMA



Competencies

- External awareness
- Vision
- Political savvy
- Entrepreneurship

Offerings

- Executive Keynote
- Executive Coaching
- Enterprise Leadership
- Executive Safety Leadership Program
- New Executive Transition Program
- Congressional Ops.
- Congressional Operations
- NExT Cohort 2
- Power Intelligence for ST/SL Executives

Organizational Development



OCHCO

Office of the Chief Human Capital Officer

Providing leaders with an objective view of the situation enabling a partnership for the health of individuals, teams, and organizations.

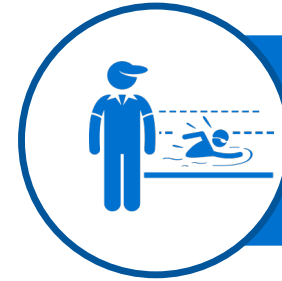
Services provided include:





Mentor

- A mentor is a more experienced person helping a less-experienced person with their career by giving advice, information, and guidance relative to an industry, a company, or a specific role/position.
- Mentoring is a more directive relationship where the mentee is the recipient of knowledge and wisdom from the mentor.
- Mentors act as role models and they help the mentee expand their networks.
- Mentors provide advice and guidance on career next steps and often make recommendations for the mentee's professional development.
- Mentoring focuses on how the mentee navigates the organization to achieve career goals.
- Mentoring relationships can last the duration of the mentee's career.



Coach

- A certified coaching professional demonstrates coaching core competencies and ethical standards in adherence with the International Coaching Federation.
- Coaches generally do not have direct experience in their client's occupational role, are outside of the client's organization, and may be less senior than their client.
- Coaching is a collaborative relationship where the coach helps the client identify goals, gain new perspectives, and generate options for moving forward with those goals.
- Coaches ask the client open-ended questions to foster critical thinking, facilitate strategic decision making, and execute effective actions.
- Coaches do not give advice. Coaches help clients brainstorm options, try new actions and decide the best path for achieving their desired results.
- Coaching engagements typically last approximately six months.