

		sources to OPM Executive Core Qualification competencies: <a href="https://www.opm.gov/policy-data-oversight/senior-executive-service/executive-">https://www.opm.gov/policy-data-oversight/senior-executive-service/executive-</a>		
OPM Competency	Course	Course ID	Type	Duration
<b>Leading Change</b>	This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment.			
	The Keys to Sustainable Change	<a href="#">pe_02_a01_bs_enus</a>	Course	0.5
	Planning for Change	<a href="#">pe_02_a02_bs_enus</a>	Course	0.5
	Implementing and Sustaining Change	<a href="#">pe_02_a03_bs_enus</a>	Course	0.5
	Communicating Organizational Change	<a href="#">_pc_bi_mgbi015</a>	Business Impact	0.1
	Beyond Change: Working with Agility	<a href="#">_pc_bi_pabi009</a>	Business Impact	0.1
	Key Elements of Business Execution	<a href="#">ald_02_a01_bs_enus</a>	Course	0.5
	Building Innovation Cultures and Leaders	<a href="#">ald_02_a02_bs_enus</a>	Course	0.5
	Leading Your Team through Change	<a href="#">ald_02_a03_bs_enus</a>	Course	0.5
	Building a Leadership Development Plan	<a href="#">ald_02_a04_bs_enus</a>	Course	0.5
	Aligning Unit Goals and Imperatives	<a href="#">ald_02_a05_bs_enus</a>	Course	0.4
	Leading Teams through Change	<a href="#">_pc_bi_lsbi003</a>	Business Impact	0.1
	Leading Change	<a href="#">_pc_ch_lach004</a>	Challenge Series	0.25
	Thinking Strategically as a Manager	<a href="#">ast_01_a01_bs_enus</a>	Course	0.5
	Using Strategic Thinking to Consider the Big Picture	<a href="#">ast_01_a02_bs_enus</a>	Course	0.5
	Forging Ahead with Perseverance and Resilience	<a href="#">pe_03_a01_bs_enus</a>	Course	0.28
	Reaching Goals Using Perseverance and Resilience	<a href="#">pe_03_a02_bs_enus</a>	Course	0.27
	Developing Character for Perseverance and Resilience	<a href="#">pd_26_a01_bs_enus</a>	Course	1
	Achieving Goals through Perseverance and Resilience	<a href="#">pd_26_a02_bs_enus</a>	Course	1
	Bouncing Back with Perseverance and Resilience	<a href="#">pd_26_a03_bs_enus</a>	Course	1

<b>Leading People</b>	This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.			
	Management Essentials: Managing a Diverse Team	<a href="#">mgmt_15_a05_bs_enus</a>	Course	1
	Managing Workforce Generations: Introduction to Cross-generational Employees	<a href="#">mgmt_20_a01_bs_enus</a>	Course	1
	Managing Workforce Generations: Working with a Multigenerational Team	<a href="#">mgmt_20_a02_bs_enus</a>	Course	1
	Managing Workforce Generations: Working with the 21st-century Generation Mix	<a href="#">mgmt_20_a03_bs_enus</a>	Course	1
	Workplace Management: Global HR, Diversity, and Inclusion	<a href="#">hr_20_a01_bs_enus</a>	Course	1
	Diversity on the Job: The Importance of Diversity and the Changing Workplace	<a href="#">pd_07_a01_bs_enus</a>	Course	1
	Diversity on the Job: Diversity and You	<a href="#">pd_07_a02_bs_enus</a>	Course	1
	Bridging the Diversity Gap	<a href="#">apd_01_a01_bs_enus</a>	Course	0.5
	Your Role in Workplace Diversity	<a href="#">apd_01_a02_bs_enus</a>	Course	0.5
	Preventing Unhealthy Workplace Conflict	<a href="#">comm_39_a01_bs_enus</a>	Course	0.5
	Working Out and Through Conflict	<a href="#">comm_39_a02_bs_enus</a>	Course	0.5
	Adapting Your Conflict Style	<a href="#">comm_39_a03_bs_enus</a>	Course	0.5
	Confrontation: What's the Best Approach	<a href="#">_pc_bi_mgbi009</a>	Business Impact	0.1
	Coping with Accusations in the Workplace	<a href="#">_pc_ch_lschr003</a>	Challenge Series	0.1
	Building the Foundation for an Effective Team	<a href="#">atm_01_a01_bs_enus</a>	Course	0.5
	Developing a Successful Team	<a href="#">atm_01_a02_bs_enus</a>	Course	0.5
	Encouraging Team Communication and Collaboration	<a href="#">atm_01_a03_bs_enus</a>	Course	0.5
	Handling Team Conflict	<a href="#">atm_01_a04_bs_enus</a>	Course	0.5
	Leading a Cross-functional Team	<a href="#">atm_01_a05_bs_enus</a>	Course	0.5
	Using Conflict to an Organization's Advantage	<a href="#">_pc_bi_mgbi002</a>	Business Impact	0.1
	Mediating Project Team Conflict	<a href="#">_pc_bi_pfb006</a>	Business Impact	0.1
	Facilitating Work-related Conflict Discussions	<a href="#">_pc_bi_pfb015</a>	Business Impact	0.1
	Building Trust Incrementally	<a href="#">_pc_bi_lsbi004</a>	Business Impact	0.1
	Inspiring Your Team	<a href="#">_pc_bi_lsbi010</a>	Business Impact	0.1
	Support Your Leader	<a href="#">_pc_bi_pfb010</a>	Business Impact	0.1
	Managing Communications in a Virtual Team	<a href="#">_pc_bi_mgbi001</a>	Business Impact	0.1
	Choosing the Right Team Culture	<a href="#">_pc_ch_pfch006</a>	Challenge Series	0.2
	Building and Leading Teams	<a href="#">_pc_ch_lach023</a>	Challenge Series	0.25
	Meeting Team Performance Challenges	<a href="#">_pc_ch_pach010</a>	Challenge Series	0.25
<b>Result Driven</b>	This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems,			
	Identifying and Managing Customer Expectations	<a href="#">cust_10_a01_bs_enus</a>	Course	1

	Creating and Sustaining a Customer-focused Organization	<a href="#">cust 10 a02 bs enus</a>	Course	1
	Customer-focused Interaction	<a href="#">cust 10 a03 bs enus</a>	Course	1
	Engage, Empower And Excite Your People	<a href="#">38840</a>	Video	0.4
	Connecting Customers and Solutions	<a href="#">pc bi_sabi008</a>	Business Impact	0.1
	Creating a Customer-focused Organization	<a href="#">pc ch_lach020</a>	Challenge Series	0.25
	Developing Your Customer Focus	<a href="#">pc ch_pach009</a>	Challenge Series	0.25
	Negotiation Essentials: Planning for Negotiation	<a href="#">comm 24 a02 bs enus</a>	Course	1
	Negotiation Essentials: Communicating	<a href="#">comm 24 a03 bs enus</a>	Course	1
	Decision Making: The Fundamentals	<a href="#">pd 12 a04 bs enus</a>	Course	1
	Decision Making: Tools and Techniques	<a href="#">pd 12 a05 bs enus</a>	Course	1
	Decision Making: Making Tough Decisions	<a href="#">pd 12 a06 bs enus</a>	Course	1
	Setting and Managing Priorities within the Organization: Mission and Goals	<a href="#">lead 11 a01 bs enus</a>	Course	1
	Setting and Managing Priorities within the Organization: Deciphering Priorities	<a href="#">lead 11 a02 bs enus</a>	Course	1
	Setting and Managing Priorities within the Organization: Motivation	<a href="#">lead 11 a03 bs enus</a>	Course	1
	Setting and Managing Priorities within the Organization: Communication	<a href="#">lead 11 a04 bs enus</a>	Course	1
	Problem Solving: The Fundamentals	<a href="#">pd 12 a01 bs enus</a>	Course	1
	Problem Solving: Determining and Building Your Strengths	<a href="#">pd 12 a02 bs enus</a>	Course	1
	Problem Solving: Digging Deeper	<a href="#">pd 12 a03 bs enus</a>	Course	1
	Decision Making: The Fundamentals	<a href="#">pd 12 a04 bs enus</a>	Course	1
	Decision Making: Tools and Techniques	<a href="#">pd 12 a05 bs enus</a>	Course	1
	Decision Making: Making Tough Decisions	<a href="#">pd 12 a06 bs enus</a>	Course	1
	Uncovering the Root Problem	<a href="#">pc ch_lach003</a>	Challenge Series	0.2
	Playing the Devil's Advocate in Decision Making	<a href="#">pc bi_pfb005</a>	Impact Series	0.1
	Turning Problems Around with Reverse Brainstorming	<a href="#">pc bi_lsbi017</a>	Impact Series	0.1
	Moving to Dynamic Problem Solving	<a href="#">39217</a>	Video	0.3
	Empowering Decision Making	<a href="#">49366</a>	Video	0.3
	Customer Service Fundamentals: Building Rapport in Customer Relationships	<a href="#">cust 09 a01 bs enus</a>	Course	1
<b>Business Acumen</b>	This core qualification involves the ability to manage human, financial, and information resources strategically.			
	Organizational Budgeting Activities and the Master Budget	<a href="#">fin 05 a01 bs enus</a>	Course	1
	Planning and Preparing an Operating Budget	<a href="#">fin 05 a02 bs enus</a>	Course	1
	Preparing Operating Budgets and the Cash Budget	<a href="#">fin 05 a03 bs enus</a>	Course	1
	Using Budgets for Management and Control	<a href="#">fin 05 a04 bs enus</a>	Course	1
	Business Execution: Understanding the Fundamentals	<a href="#">mgmt 28 a01 bs enus</a>	Course	1
	Basic Budgeting for Non-financial Professionals	<a href="#">fin 08 a02 bs enus</a>	Course	1
	Decision Making: The Fundamentals	<a href="#">pd 12 a04 bs enus</a>	Course	1
	Decision Making: Tools and Techniques	<a href="#">pd 12 a05 bs enus</a>	Course	1

	Decision Making: Making Tough Decisions	<a href="#">pd 12 a06 bs enus</a>	Course	1
	Setting and Managing Priorities within the Organization: Mission and Goals	<a href="#">lead 11 a01 bs enus</a>	Course	1
	Managing Your Company's Talent	<a href="#">amg 04 a03 bs enus</a>	Course	0.3
	Attracting and Retaining Talent	<a href="#">_pc ch lach021</a>	Challenge Series	0.25
	Managing an Aging Workforce	<a href="#">_pc bi mgbi005</a>	Challenge Series	0.1
	Hitting the Recruitment Bull's-eye	<a href="#">ahr 01 a01 bs enus</a>	Course	0.5
	Recognizing and Diagnosing Problem Performance	<a href="#">mgmt 34 a01 bs enus</a>	Course	1
	First Steps for Turning Around a Performance Problem	<a href="#">mgmt 34 a02 bs enus</a>	Course	1
	Using Progressive Discipline to Correct Problem Performance	<a href="#">mgmt 34 a03 bs enus</a>	Course	1
	Preventing Problem Performance	<a href="#">mgmt 34 a04 bs enus</a>	Course	1
	Monitoring and Improving Performance	<a href="#">mgmt 37 a02 bs enus</a>	Course	1
	Communicating during Difficult Times	<a href="#">mgmt 25 a01 bs enus</a>	Course	1
	Managing Resources during Difficult Times	<a href="#">mgmt 25 a02 bs enus</a>	Course	1
	Managing Attitudes during Difficult Times	<a href="#">mgmt 25 a03 bs enus</a>	Course	1
	Developing a High-performance Organization	<a href="#">mgmt 23 a01 bs enus</a>	Course	1
	Cross-functional Strategic Management	<a href="#">mgmt 23 a02 bs enus</a>	Course	1
	Managing for Rapid Change and Uncertainty	<a href="#">mgmt 23 a03 bs enus</a>	Course	1
	Keeping Top Performers Challenged	<a href="#">amg 03 a01 bs enus</a>	Course	0.3
	Planning an Effective Performance Appraisal	<a href="#">amg 03 a02 bs enus</a>	Course	0.3
	Creating a Plan for Performance Management	<a href="#">amg 03 a03 bs enus</a>	Course	0.4
	Detecting and Dealing with Performance Problems	<a href="#">amg 03 a04 bs enus</a>	Course	0.4
	Preparing for Your Performance Appraisal	<a href="#">_pc bi pfbi017</a>	Business Impact	0.1
<b>Building Coalition</b>	This core qualification involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve			
	Personal Power and Credibility	<a href="#">comm 42 a01 bs enus</a>	Course	0.4
	Building Personal Power through Influence	<a href="#">comm 42 a02 bs enus</a>	Course	0.5
	Influence Others with Political Savvy	<a href="#">comm 42 a03 bs enus</a>	Course	0.4
	Influencing Key Decision Makers	<a href="#">_pc bi lsbi015</a>	Business Impact	0.1
	Influence and Persuasion	<a href="#">_pc ch lach016</a>	Challenge Series	0.25
	Cultivating Relationships with Your Peers	<a href="#">apd 04 a01 bs enus</a>	Course	0.3
	Building Your Professional Network	<a href="#">apd 04 a02 bs enus</a>	Course	0.4
	Building Rapport with Your Boss	<a href="#">apd 04 a03 bs enus</a>	Course	0.5
	Peer Political Styles	<a href="#">_pc bi pabi010</a>	Business Impact	0.1
	Building Better Relationships through Understanding	<a href="#">_pc ch pach017</a>	Challenge Series	0.25
	Building Peer Relationships	<a href="#">_pc ch pach019</a>	Challenge Series	0.25
	Issue-focused Negotiation: Are You Ready?	<a href="#">comm 40 a01 bs enus</a>	Course	0.4

You and Your Negotiating Counterpart	<a href="#">comm 40 a02 bs enus</a>	Course	0.4
Reaching a Negotiated Agreement	<a href="#">comm 40 a03 bs enus</a>	Course	0.1
Effective Body Language in Negotiations	<a href="#">pc bi pfbi013</a>	Business Impact	0.5
Vendor Negotiations: Choosing the Best Approach	<a href="#">pc ch lach032</a>	Business Impact	0.5
Tailoring Your Negotiating Approach	<a href="#">pc ch coch002</a>	Challenge Series	0.5
Conducting Interviews: Asking the Right Questions	<a href="#">pc bi hrbi014</a>	Challenge Series	0.10
Aligning Recruitment to Job Requirements	<a href="#">pc bi hrbi001</a>	Business Impact	0.3
Surviving the Talent Crunch	<a href="#">pc ch lsch007</a>	Challenge Series	0.2

