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sources to OPM Executive Core Qualification competencies: <https://www.opm.gov/policy-data-oversight/senior-executive-service/executive->

OPM Competency	Course	Course ID	Type	Duration
Leading Change	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.			
	Leadership Essentials: Leading Change	lead_05_a07_bs_enus	Course	1
	Making Change Stick	apd_18_a03_bs_enus	Course	0.25
	Moving Forward with Change Planning	apd_18_a02_bs_enus	Course	0.5
	Planning for Change	pe_02_a02_bs_enus	Course	0.5
	Implementing and Sustaining Change	pe_02_a03_bs_enus	Course	0.5
	Communicating Organizational Change	_pc_bi_mgbi015	Business Impact	0.1
	Beyond Change: Working with Agility	_pc_bi_pabi009	Business Impact	0.1
	Key Elements of Business Execution	ald_02_a01_bs_enus	Course	0.5
	Building Innovation Cultures and Leaders	ald_02_a02_bs_enus	Course	0.5
	Leading Your Team through Change	ald_02_a03_bs_enus	Course	0.5
	Building a Leadership Development Plan	ald_02_a04_bs_enus	Course	0.5
	Aligning Unit Goals and Imperatives	ald_02_a05_bs_enus	Course	0.4
	Thinking Strategically as a Manager	ast_01_a01_bs_enus	Course	0.5
	Using Strategic Thinking to Consider the Big Picture	ast_01_a02_bs_enus	Course	0.5
	Forging Ahead with Perseverance and Resilience	pe_03_a01_bs_enus	Course	0.28
	Reaching Goals Using Perseverance and Resilience	pe_03_a02_bs_enus	Course	0.27
	Developing Character for Perseverance and Resilience	pd_26_a01_bs_enus	Course	1
	Achieving Goals through Perseverance and Resilience	pd_26_a02_bs_enus	Course	1

	Bouncing Back with Perseverance and Resilience	pd 26 a03 bs enus	Course	1
Leading People	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			
	Management of People: Employee Engagement	hr 18 a02 bs enus	Course	0.5
	Management of People: Learning and Development	hr 18 a03 bs enus	Course	0.5
	Difficult People: Why They Act That Way and How to Deal with	comm 46 a01 bs enus	Course	0.52
	Difficult People: Can't Change Them, so Change Yourself	comm 46 a02 bs enus	Course	0.52
	Difficult People: Strategies to Keep Everyone Working Together	comm 46 a03 bs enus	Course	0.52
	Management Essentials: Managing a Diverse Team	mgmt 15 a05 bs enus	Course	1
	Managing Workforce Generations: Introduction to Cross-generational	mgmt 20 a01 bs enus	Course	1
	Managing Workforce Generations: Working with a Multigenerational	mgmt 20 a02 bs enus	Course	1
	Managing Workforce Generations: Working with the 21st-century	mgmt 20 a03 bs enus	Course	1
	Workplace Management: Global HR, Diversity, and Inclusion	hr 20 a01 bs enus	Course	1
	Diversity on the Job: The Importance of Diversity and the Changing Workplace	pd 07 a01 bs enus	Course	1
	Diversity on the Job: Diversity and You	pd 07 a02 bs enus	Course	1
	Bridging the Diversity Gap	apd 01 a01 bs enus	Course	0.5
	Your Role in Workplace Diversity	apd 01 a02 bs enus	Course	0.5
	Preventing Unhealthy Workplace Conflict	comm 39 a01 bs enus	Course	0.5
	Working Out and Through Conflict	comm 39 a02 bs enus	Course	0.5
	Adapting Your Conflict Style	comm 39 a03 bs enus	Course	0.5
	Confrontation: What's the Best Approach	_pc bi mgbi009	Business Impact	0.1
	Coping with Accusations in the Workplace	_pc ch lsch003	Challenge Series	0.1
	Building the Foundation for an Effective Team	atm 01 a01 bs enus	Course	0.5
	Developing a Successful Team	atm 01 a02 bs enus	Course	0.5
	Encouraging Team Communication and Collaboration	atm 01 a03 bs enus	Course	0.5
	Handling Team Conflict	atm 01 a04 bs enus	Course	0.5
	Leading a Cross-functional Team	atm 01 a05 bs enus	Course	0.5
	Using Conflict to an Organization's Advantage	_pc bi mgbi002	Business Impact	0.1
	Mediating Project Team Conflict	_pc bi pfb006	Business Impact	0.1
	Facilitating Work-related Conflict Discussions	_pc bi pfb015	Business Impact	0.1
	Building Trust Incrementally	_pc bi lsbi004	Business Impact	0.1
	Inspiring Your Team	_pc bi lsbi010	Business Impact	0.1
	Support Your Leader	_pc bi pfb010	Business Impact	0.1

	Managing Communications in a Virtual Team	_pc_bi_mgbi001	Business Impact	0.1
	Choosing the Right Team Culture	_pc_ch_pfch006	Challenge Series	0.2
	Building and Leading Teams	_pc_ch_lach023	Challenge Series	0.25
	Meeting Team Performance Challenges	_pc_ch_pach010	Challenge Series	0.25
Result Driven	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			
	Maximize Your Productivity by Managing Time and Tasks	pd_32_a03_bs_enus	Course	0.5
	Managing Pressure and Stress to Optimize Your Performance	apd_07_a01_bs_enus	Course	0.5
	Aligning Goals and Priorities to Manage Time	apd_08_a01_bs_enus	Course	0.48
	The Art of Staying Focused	apd_08_a03_bs_enus	Course	0.41
	You and Your Negotiating Counterpart	comm_40_a02_bs_enus	Course	0.5
	Reaching a Negotiated Agreement	comm_40_a03_bs_enus	Course	0.6
	Driving Change with Coaching	amg_07_a01_bs_enus	Course	0.6
	Measuring and Sustaining a Coachee's Performance	amg_07_a02_bs_enus	Course	0.6
	Getting What You Expect from Your Delegate	amg_08_a02_bs_enus	Course	0.6
	Taking Your Team to the Next Level with Delegation	amg_08_a03_bs_enus	Course	0.6
	Building Personal Power through Influence	comm_42_a02_bs_enus	Course	0.6
	Personal Power and Credibility	comm_42_a01_bs_enus	Course	0.6
	Influence Others with Political Savvy	comm_42_a03_bs_enus	Course	0.6
	Identifying and Managing Customer Expectations	cust_10_a01_bs_enus	Course	1
	Creating and Sustaining a Customer-focused Organization	cust_10_a02_bs_enus	Course	1
	Customer-focused Interaction	cust_10_a03_bs_enus	Course	1
	Negotiation Essentials: Communicating	comm_24_a03_bs_enus	Course	1
	Decision Making: The Fundamentals	pd_12_a04_bs_enus	Course	1
	Decision Making: Tools and Techniques	pd_12_a05_bs_enus	Course	1
	Decision Making: Making Tough Decisions	pd_12_a06_bs_enus	Course	1
	Problem Solving: The Fundamentals	pd_12_a01_bs_enus	Course	1
	Problem Solving: Determining and Building Your Strengths	pd_12_a02_bs_enus	Course	1
	Problem Solving: Digging Deeper	pd_12_a03_bs_enus	Course	1
	Uncovering the Root Problem	_pc_ch_lach003	Challenge Series	0.2
	Playing the Devil's Advocate in Decision Making	_pc_bi_pfbi005	Impact Series	0.1
	Turning Problems Around with Reverse Brainstorming	_pc_bi_lsbi017	Impact Series	0.1
	Customer Service Fundamentals: Building Rapport in Customer	cust_09_a01_bs_enus	Course	1
	Customer Service Fundamentals: Building Rapport in Customer	cust_09_a01_bs_enus	Course	1

Business Acumen	This core qualification involves the ability to manage human, financial, and information resources strategically.			
	Demonstrating Business Acumen	_pc_ch_sach013	Course	0.5
	Getting to the Root of the Problem	apd_15_a01_bs_enus	Course	0.5
	Defining Alternatives Solutions	apd_15_a02_bs_enus	Course	0.5
	Choosing and Using the Best Solution	apd_15_a03_bs_enus	Course	0.5
	Confronting Asumptions	apd_17_a01_bs_enus	Course	0.5
	Investigating Arguments	apd_17_a02_bs_enus	Course	0.5
	Forging Ahead with Perseverance and Resilience	pe_03_a01_bs_enus	Course	0.5
	Basic Accounting Concepts for Non-financial Professionals	fin_08_a01_bs_enus	Course	0.5
	Basic Budgeting for Non-financial Professionals	fin_08_a02_bs_enus	Course	0.5
	Gaining Insight through Organizational Awareness	bs_apd21_a01_enus	Course	0.5
	Developing Your Business Acumen	bs_apd20_a01_enus	Course	0.5
	Organizational Budgeting Activities and the Master Budget	fin_05_a01_bs_enus	Course	1
	Planning and Preparing an Operating Budget	fin_05_a02_bs_enus	Course	1
	Preparing Operating Budgets and the Cash Budget	fin_05_a03_bs_enus	Course	1
	Using Budgets for Management and Control	fin_05_a04_bs_enus	Course	1
	Business Execution: Understanding the Fundamentals	mgmt_28_a01_bs_enus	Course	1
	Basic Budgeting for Non-financial Professionals	fin_08_a02_bs_enus	Course	1
	Managing an Aging Workforce	_pc_bi_mgbi005	Challenge Series	0.1
	Hitting the Recruitment Bull's-eye	ahr_01_a01_bs_enus	Course	0.5
	Recognizing and Diagnosing Problem Performance	mgmt_34_a01_bs_enus	Course	1
	First Steps for Turning Around a Performance Problem	mgmt_34_a02_bs_enus	Course	1
	Using Progressive Discipline to Correct Problem Performance	mgmt_34_a03_bs_enus	Course	1
	Preventing Problem Performance	mgmt_34_a04_bs_enus	Course	1
	Monitoring and Improving Performance	mgmt_37_a02_bs_enus	Course	1
	Communicating during Difficult Times	mgmt_25_a01_bs_enus	Course	1
	Managing Resources during Difficult Times	mgmt_25_a02_bs_enus	Course	1
	Managing Attitudes during Difficult Times	mgmt_25_a03_bs_enus	Course	1
	Developing a High-performance Organization	mgmt_23_a01_bs_enus	Course	1
	Cross-functional Strategic Management	mgmt_23_a02_bs_enus	Course	1
	Managing for Rapid Change and Uncertainty	mgmt_23_a03_bs_enus	Course	1
	Keeping Top Performers Challenged	amg_03_a01_bs_enus	Course	0.3
Building Coalition	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 common goals.			

	Personal Power and Credibility	comm 42 a01 bs enus	Course	0.4
	Building Personal Power through Influence	comm 42 a02 bs enus	Course	0.5
	Influence Others with Political Savvy	comm 42 a03 bs enus	Course	0.4
	Influencing Key Decision Makers	_pc bi lsbi015	Business Impact	0.1
	Influence and Persuasion	_pc ch lach016	Challenge Series	0.25
	Cultivating Relationships with Your Peers	apd 04 a01 bs enus	Course	0.3
	Building Your Professional Network	apd 04 a02 bs enus	Course	0.4
	Building Rapport with Your Boss	apd 04 a03 bs enus	Course	0.5
	Peer Political Styles	_pc bi pabi010	Business Impact	0.1
	Building Better Relationships through Understanding	_pc ch pach017	Challenge Series	0.25
	Building Peer Relationships	_pc ch pach019	Challenge Series	0.25
	Issue-focused Negotiation: Are You Ready?	comm 40 a01 bs enus	Course	0.4
	You and Your Negotiating Counterpart	comm 40 a02 bs enus	Course	0.4
	Reaching a Negotiated Agreement	comm 40 a03 bs enus	Course	0.1
	Effective Body Language in Negotiations	_pc bi pfbi013	Business Impact	0.5
	Vendor Negotiations: Choosing the Best Approach	_pc ch lach032	Business Impact	0.5
	Tailoring Your Negotiating Approach	_pc ch coch002	Challenge Series	0.5
	Conducting Interviews: Asking the Right Questions	_pc bi hrbi014	Challenge Series	0.10
	Aligning Recruitment to Job Requirements	_pc bi hrbi001	Business Impact	0.3
	Surviving the Talent Crunch	_pc ch lsch007	Challenge Series	0.2

