

# Statement of Work

## STRATEGIC LEADERSHIP ASSESSMENT, DEVELOPMENT & PERFORMANCE ENHANCEMENT For ONR Global's S&T Advisors and Associate Directors

### 1. Background

ONR Global serves as a bridge between S&T and the fleet through the Science Advisor Program and by assigning international Associate Directors to help shape the Navy's S&T investment to ensure it meets future capability needs. These technical leaders use their expertise and unique perspective to enable them to participate in, and influence, key decisions that have a long-term impact on the Navy's critical mission. Science Advisors are civilian scientists, engineers, and technologists selected through a nationwide competition to participate in a career development tour. Following an intensive orientation/training session, these dedicated staff members report to Joint, Navy, and Marine Corps commands worldwide to accomplish their mission.

### 2. Objective

The objective is to equip and prepare ONR Science Advisors and Associate Directors to be highly successful leaders in their demanding functions. Our goal is to develop S&T leaders that are directly supporting the fleet by: (A) determining the unique leadership requirements necessary for effectiveness in the full scope of their complex positions (building success profiles/models), (B) assessing their potential to perform in relation to the models, and (C) training and coaching each person with targeted plans to improve their personal effectiveness, based on individual needs revealed from the assessment. This would include planning, research, design, presentation preparation and individual assessment scoring and personalized individual feedback with development planning preparation.

### 3. Scope

The Contractor shall plan, research, design, prepare presentations, assess the individuals, provide on-site training, and develop feedback coaching and development planning. Utilization of the Lominger methods is the desired method of training.

### 3.1 Training venues:

A blend of e-learning technology, experiential learning, and feedback methods designed for self-discovery along with traditional methods is preferred.

## 4. Task Descriptions

The proposal is divided into three Phases:

Phase 1 is Planning and preparation;

Phase 2 is On-site training

Phase 3 Feedback and follow-up actions

- Phase 1 – Planning and preparation: Gain the background and relevant knowledge from research, interviews with relevant job experts and comparisons with analogous positions outside the Navy, to build competency success models for the positions of Fleet/Force Science Advisor and Research Associate Director. Design customized report and feedback tools based on Lominger research to accelerated awareness, understanding and growth. Present the models, tools and methodologies and the rationale for them to ONR Global management for review, input and approval.
- Phase 2 – On-site training: Train approximately 40 candidates for those positions in leadership development concepts, conduct learning agility/competency assessment and feedback for the candidates, and guide them in writing IDPs that will accelerate their personal growth and enhance their job performance. The Strategic Leadership Program will be conducted in London, England in the fall of 2004 and at ONR headquarters in Arlington, VA by the end of the calendar year.
- Phase 3 – Follow-up actions: Write a post-training report about lessons learned.