

LEADERSHIP EFFECTIVENESS AND POTENTIAL (LEAP): DRIVING SATISFACTION AND ENGAGEMENT IN THE FEDERAL WORKFORCE

For Federal leaders at the helm of a small office or leading an entire organization, the pursuit of high Federal Employee Viewpoint Survey (FEVS) ratings can be a daunting challenge. Transformation Systems, Inc. (TSI) ignites a proven shift in employee satisfaction and engagement with LEAP, Leadership Effectiveness and Potential.

The LEAP model incorporates four critical elements of high-performing organizations: personal, interpersonal, organizational, and motivational mastery. TSI CEO Dr. Marta Wilson developed LEAP following the release of *Energized Enterprise*, her book which explores the unique challenges of federal employees.

LEAP programs help people at all levels engage, elevate, and energize one another. TSI delivers individual coaching, group training, and special projects as part of a multi-faceted strategy to strengthen leadership skills, improve employee engagement, and implement positive cultural change. This strategy is a workforce investment to increase morale and performance.

LEAP was first introduced to Navy acquisition leadership and has since been disseminated across multiple Department of Navy Commands, the United States Marine Corps, and the Office of Naval Research, in addition to other public and private sector organizations.

Today, TSI is helping a federal organization leverage LEAP to increase its FEVS ratings. In response to low FEVS results, this federal organization awarded a 5-year contract to TSI and launched employee development coaching, group training, and special projects as an integral part of a multi-faceted strategy to strengthen leadership skills, improve employee engagement, and implement positive cultural change.



Through expertise and past performance documented in *Energized Enterprise*, TSI understands the solutions and most important levers to pull for the types of meaningful changes that result in FEVS increases.

The response from the workforce has been overwhelmingly positive. After two years, their FEVS Global Satisfaction Index has increased by over 33%, and TSI has been acknowledged for contributing to this positive outcome. An in-depth review of the client organization's FEVS results from 2018-2022 indicates a significant upward shift in employees' experience starting in 2021 and continuing through 2022 after initiating LEAP services.

LEAP programs provide a model for organizations seeking to improve their FEVS scores while fostering higher levels of productivity, job satisfaction, and employee commitment. If you want these results for your organization, contact Dr. Sharon Flinder, Executive Director of Applied Psychology at TSI, for a no-obligation consultation. Dr. Flinder can be reached at 703-268-9670 or sf@transformationsystems.com.