

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



The LEAP (Leadership Effectiveness and Potential) program offered by Transformation Systems, Inc. (TSI) has been instrumental in driving workforce satisfaction and engagement. One federal organization that implemented the LEAP program achieved remarkable results including a 34% jump in their Federal Employee Viewpoint Survey (FEVS) Global Satisfaction Index from 61% in 2019 to 82% in 2022.

LEAP programs engage and energize individuals at all levels within organizations. LEAP incorporates four critical elements: personal, interpersonal, organizational, and motivational mastery. The LEAP model was developed by Dr. Marta Wilson, CEO of TSI, after the release of her book "Energized Enterprise," which delves into the unique challenges faced by federal employees. TSI's expertise, as documented in "Energized Enterprise," helped identify effective solutions and levers for meaningful changes resulting in FEVS increases.

Initially introduced to United States Navy acquisition leadership, LEAP has since been disseminated across multiple Department of Navy Commands, the United States Marine Corps, the Office of Naval Research, and other public and private sector organizations. TSI delivers individual coaching, workshops, and tailored team training as part of a comprehensive LEAP strategy to strengthen leadership skills, improve employee engagement, and foster positive cultural change.

The LEAP program serves as a model and offers organizations a proven approach to improve engagement, boost productivity, enhance job satisfaction, and foster stronger employee commitment. Organizations interested in achieving these results can reach out to Dr. Sharon Flinder, Executive Director of Applied Psychology at TSI, for a no-obligation consultation. Dr. Flinder can be contacted at 703-268-9670 or sf@transformationsystems.com.