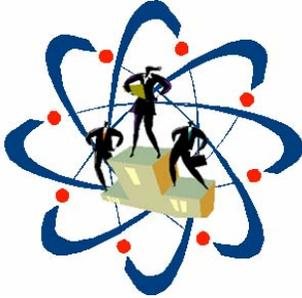


The Public Sector Consortium... A Community of Practice



Our purpose is to assist leaders to create and sustain high performance public sector organizations.

OUR COMMITMENT IS TO SUSTAINABLE MODELS OF GOVERNANCE THAT:

- **Balance operational demands with learning and innovation**
- **Support integrative vs. additive approaches to resolving societal needs**
- **Honor a systems approach**
- **Promote interdependent leadership practices**
- **Provide measurable results**
- **Balance the complexity of the work with achieving results**
- **Foster personal mastery fully aligned with organizational excellence**

We achieve our commitments through partnerships and the community of practice which support leaders and reinforce the enthusiasm and energy of the workforce.

Who We Are:

A community of practice committed to improving public sector performance. We align with Government leaders in reshaping their organizations to create environments where citizens are served, employees thrive and excellence is a way of life.

Our individual disciplines include graduate level training in education, performance improvement, systems management, organizational development and human resources management. We welcome new members and partners in learning.

Organizations Supported:

Environmental Protection Agency
Department of Education
National Aeronautics and Space Administration
Department of Veterans Affairs
Food and Drug Administration
Equal Employment Opportunity Commission
The Graduate School, USDA
National Partnership for Reinventing Government
National Security Agency
American Society for Training and Development
Training Officers Conference
National Science Foundation
Internal Revenue Service
President's Management Council
National Association of Public Administration
Council for Excellence in Government
Agency for International Development

The Work of Government Leaders:

- **Serve the American People.**
- **Link and gain commitment for the mission, vision, values and goals of the organization.**
- **Gain mastery in the practice of leadership. Create environments where employees thrive, contribute their best and learn to grow together.**

The Work of Human Resource Development Professionals:

- **Serve the American People through Governmental Leaders.**
- **Provide knowledge and expertise on complex human and structural systems to ensure alignment of goals and objectives.**
- **Gain mastery in the practice of learning and achieving organizational excellence.**
- **Provide knowledge, tools resources and methods that will help learning leaders achieve measurable results.**

We Help Government Leaders Achieve the Results They Want:

- Improve clarity around purpose and values.
- Reduce the barriers to high performance.
- Create learning organizations that attract and retain quality employees. Improve their personal practice of leadership.

How to Reach Us:

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We Help Human Resource Development Professionals:

- Create workplaces where quality employees want to work for the public good.
- Serve as consultants and coaches for government leaders.
- Assist organizations to achieve measurable results.
- Model continuous learning
- Build workforce capacity

Awards, Recognition and Publications:

National Academy for Public Administration
A Work Experience Second to None:
Impelling the Best to Serve, Practice 11 -
Becoming a
Learning Organization at the Department of
Education, Sept. 2001. (202) 347-3190

Publication Grant, Price Waterhouse Cooper
Endowment for the Business of Government:
A
Learning-Approach to Leading Change, Dec 2000
<http://endowment.pwcglobal.com/pdfs/SugarmenReport.pdf>

Distinguished Service to the Federal HRD
Community, Training Officer's Conference

How do you create a learning organization..become a learning leader..and create leaderful organizations?

Work within your own organization to get a clear picture of what you want to achieve.

- Is there a persistent performance problem or concern? What results are you seeking?

Formally introduce the concepts, tools and methods of organizational learning.

- A core team of senior leaders, stakeholders and their human resources development practitioners attend a structured introduction to the disciplines of a learning organization.

Apply the tools and concepts to achieve organizational results.

- Select a personal reflective coach to provide feedback on your practice of leadership. Reflect and practice integrating the disciplines, using reflective coaches, as part of action learning Model action learning as a leader.

Sustain Quality Results

- From the core team, build capacity to improve performance through team learning, systems thinking, on-site coaching and collaboration from external and internal consultants.



