“It’s not joy that makes us grateful, it’s gratitude that makes us joyful.”
-Brene Brown

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Visit the WEPO Website

Approval Addiction

This webinar will help participants who have an addiction to gaining approval of others. The people pleasers of our workplace do this at the detriment of themselves, creating resentment and feelings of being overwhelmed. This webinar will help you recognize some of the traits and learn how to set appropriate boundaries for yourself and others.

Date: December 20, 2023  Duration: 90 minutes

Time: 9:00 a.m. Alaska / 10:00 a.m. Pacific / 11:00 a.m. Mountain / 12:00 p.m. Central / 1:00 p.m. Eastern & Atlantic Standard

Join the webinar here!  Passcode: CMPCFY24!

Conflict Resolution Tips for the Holidays
As the holidays approach, the Conflict Management and Prevention Center would like to extend our warmest greetings and wish you a season filled with joy, peace and good food. The holidays are a wonderful time to spend with family and friends, but they can also be a period of increased stress and conflict. This is especially true when dealing with varied personalities, seasonal expectations, and traditions. To help you navigate this time smoothly, we wanted to share some proactive conflict resolution tips from the experts.

Navigating Holiday Blues: A Guide to Managing Festive Season Stress

The holidays can be a joy-filled season, but they can also be stressful and especially challenging. Learn more about maintaining your mental health during the holiday season, click here: Navigating Holiday Blues: A Guide to Managing Festive Season Stress (sharepoint.com)

Road to the Summit "Equity Dialogues"

Special Equity Summit Preview with Race Forward

The Forest Service is hosting a series of webinars for all employees between August 2023 and February 2024. The fifth Road to the Summit webinar, Special Equity Summit Preview with Race Forward, will focus on introducing Race Forward and its Federal Initiative to Govern for Racial Equity (FIRE), key definitions, training that will be provided at the Summit, and the intent of Forest Service equity bridge builders.

Date: January 11, 2024; Duration: 90 minutes

Time: 8:00 a.m. Alaska | 9:00 a.m. Pacific | 10:00 a.m. Mountain | 11:00 a.m. Central | 12:00 p.m. Eastern

Register in advance for these webinars

After registering, you will receive a confirmation email containing information about joining the webinar. ASL Interpreters and CART Captioning will be provided for this event.

Assistive Technologies: For more information, please contact National Disability Employment Program Manager, Jessica Torres at jessica.torres@usda.gov.

For more information on this series, contact the Forest Service Equity Core Team: SM.FS.EquityTeam@usda.gov

This Is Who We Are Ambassador Workshops and Refreshers

In 2019-2023 we explored our agency’s cultural journey by focusing on foundational This is Who We Are conversations led by peer Ambassadors with more than 34,000 employees nationally. To continue this journey, we are now seeking a diverse group of candidates from engine captains to financial analysts, visitor information assistants to district rangers and everything in between to be leaders in
this work. FY24 Ambassador Workshops & Refreshers will be held in the following locations and
dates:

- Sacramento, CA February 27-29, 2024 (Foundations + Advanced modules)
- Virtual March 19-21, 2024 (Foundations modules only)
- Wilmington, IL April 2-4, 2024 (Foundations + Advanced modules)
- Virtual April 23-25, 2024 (Foundations modules only)

There will be 50-60 spots available for each session. Trained ambassadors can expect to join a vibrant
community of practice with regular support, ongoing conversations, and peer sharing across the
nation. Once trained, ambassadors can expect a time investment of support for two to four in-person
and/or virtual employee events per year as well as living who we are in organic, everyday efforts in
their current teams and units. Financial support for travel to these workshops and other events will be
provided by home units.

Interested employees, with supervisor approval, should respond to the following form no later than
close of business January 5, 2023. Please contact Holly Krake, WEPO This is Who We Are Senior
Advisor (holly.krake@usda.gov) for additional information.

Interest to Attend New Employee Orientation

The New Employee Experience Team in partnership with the Pacific Northwest Region invites new,
permanent employees (with up to two years of service) to submit interest to attend in-person New
Employee Orientation. New employees must have access to Forest Service systems to register and
cannot have others register on their behalf.

- Date: March 5-7, 2024
- Time: 8 a.m. to 5 p.m.
- Location: Seaside, OR (in-person)
- Submit interest by Jan. 16

NEO creates an inclusive and engaging learning environment regardless of grade. Rather than a focus
on onboarding, the program is designed as an immersive experience centered on orienting new
employees to who the Forest Service is – its history, structure, strategic priorities, and values.

Questions? Visit New Employee Experience SharePoint for new employee onboarding and
orientation resources or send an email to SM.FS.NNEO@usda.gov.

Apply now! National New Leader Program FY2024

Intended Audience: Employees GS-7 to GS-10 (or wage grade equivalent)

The Forest Service’s success is made possible through leaders at all levels of the organization working
in a variety of roles. Whether you hold a formal leadership title or lead informally from where you are,
you shape how we achieve our mission, foster a positive work environment, and serve our public.
Strong leaders create a safe environment where new ideas can be shared, employees feel like they
matter, and development is encouraged. For employees at the GS7-GS10 grade level or wage grade
equivalent, you have an exciting training opportunity to become a stronger, more inclusive leader through the rich learning experiences in the National New Leader Program (NNLP).

**What:** NNLP is a competitive leadership development program, and the GS7-GS10 employees (or wage grade equivalent) selected to participate in the FY24 program will represent all areas of the Forest Service, bringing unique skills and abilities, and aligning with the Forest Service values of diversity, safety, conservation, interdependence, and service.

**How to apply:** The [Application Link](#) includes eligibility criteria and instructions on how to apply. For more information about the program, check out the [NNLP SharePoint site](#).

**When:** Application period is open for NNLP 14 and Application period for NNLP15-17 will open December 1, 2023. See the table below for application deadlines.

<table>
<thead>
<tr>
<th>COHORT</th>
<th>WEEK 1</th>
<th>WEEK 2</th>
<th>LOCATION</th>
<th>APPLICATION DEADLINE</th>
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</thead>
<tbody>
<tr>
<td>NNLP 14</td>
<td>March 4 – 8, 2024</td>
<td>May 20 – 24, 2024</td>
<td>Week 1: Atlanta, GA Week 2: Milford, PA (Grey Towers)</td>
<td>January 4, 2024</td>
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<td>In-Person</td>
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<tr>
<td>NNLP 15</td>
<td>April 22 – 26, 2024</td>
<td>June 3 – 7, 2024</td>
<td>virtual</td>
<td>February 22, 2024</td>
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<td>Virtual</td>
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<tr>
<td>NNLP 16</td>
<td>July 8 - 12, 2024</td>
<td>September 16 – 20, 2024</td>
<td>Week 1: Atlanta, GA Week 2: Milford, PA (Grey Towers)</td>
<td>May 9, 2024</td>
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<tr>
<td>In-Person</td>
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<tr>
<td>NNLP 17</td>
<td>Aug 12-16, 2024</td>
<td>October 7-11, 2024</td>
<td>virtual</td>
<td>June 13, 2024</td>
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<td>Virtual</td>
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**Questions?** Send an email to the National New Leader Program Manager, Heidi Hopkins, Heidi.Hopkins@usda.gov.

**Apply Now! National Emerging Leader Program**

*Intended Audience: Employees GS-4, GS-5, & GS-6 (or wage grade equivalent)*

The Training and Employee Development Branch of WEPO is excited to announce that applications are now being accepted for the National Emerging Leader Program (NELP).

The National Emerging Leader Program is a competitive leadership development program for **GS-4 to GS-6 or wage grade equivalent** permanent employees who have worked for Forest Service for one or more years as a permanent employee. The program will help you expand your personal and organizational influence regardless of your position, level, and/or supervisory status. Learn how to lead from where you are to better serve our public, accomplish our mission, and foster an inclusive positive working environment.
What: The program includes 5-days of leadership training that builds on the foundations of leading self and how to effectively lead others by focusing on emotional intelligence, building interpersonal skills, improving personal resilience, and growing your Forest Service network.

How to apply: The NELP Application includes eligibility criteria and instructions on how to apply. Application deadlines are listed below. For more information about the program, check out the NELP SharePoint site.

<table>
<thead>
<tr>
<th>COHORT</th>
<th>TRAINING DATES</th>
<th>LOCATION</th>
<th>APPLICATION DEADLINE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NELP Cohort 4</td>
<td>March 25-29, 2024 8:00-4:30</td>
<td>Virtual</td>
<td>January 12, 2024</td>
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<tr>
<td>NELP Cohort 5</td>
<td>April 8-12, 2024</td>
<td>In Person Asheville, NC</td>
<td>January 31, 2024</td>
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<tr>
<td>NELP Cohort 6</td>
<td>May 6-10, 2024</td>
<td>In Person Ogden, UT</td>
<td>February 16, 2024</td>
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*The application for NELP has changed, if you applied and were not selected for Pilot 1, Pilot 2 or Cohorts 1-3, please reapply.

*Supervisors of eligible employees, please share with your currently laid off employees that are eligible to participate in these Spring 2024 Cohorts.

Questions? Send an email to the National Emerging Leader Program Manager, Liza Simmons, SM.FS.TEDEL.Prog@usda.gov.

Recorded Webinars

Employee Support & Wellbeing recorded webinars are available for playback here.
Conflict Management and Prevention Center recorded webinars are available for playback here.
The Mixing Bowl: Connecting Together via Cultures recorded episodes are available for playback here.