



**USAID**  
FROM THE AMERICAN PEOPLE



## TRANSFORMING OUR WORKFORCE

### CULTURE OF LEADERSHIP AND ACCOUNTABILITY

The USAID Leadership Philosophy guides leadership development programs and practices across the Agency. The Philosophy embodies what it means to be a leader for everyone USAID employee, irrespective of position, level, or hiring mechanism, by articulating a common understanding of desired leadership practices and behaviors that all staff should demonstrate.

Through a collaborative process, Agency employees identified the leadership methods that will lead to an empowered and adaptable workforce that can thrive in our world’s increasingly complex and changing environments.

*“I want to channel the passion and the sense of service that strengthen our core capabilities.”*  
*-Administrator Green*

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## OUR LEADERSHIP PHILOSOPHY

As the world's premier international development Agency, USAID develops leaders prepared to lead anywhere, anytime. The Leadership Philosophy models USAID's Core Values of Passion for Mission, Excellence, Integrity, Respect, Empowerment, Inclusion, and Commitment to Learning. The Philosophy outlines how we act upon our core values, and how we model leadership both within, and on behalf of, the Agency.

### USAID'S LEADERSHIP PHILOSOPHY ENABLES LEADERSHIP AT ALL LEVELS TO FOSTER A CULTURE OF RESPECT, LEARNING AND ACCOUNTABILITY.

#### AT USAID, WE BELIEVE:

##### LEADERS INSPIRE

Leaders cultivate a passion for mission in ourselves and our partners, and champion a collective vision.

##### LEADERS LISTEN

Leaders create opportunities for all voices and perspectives to be heard and valued in an environment of trust.

##### LEADERS DEVELOP LEADERS

Leaders strengthen the workforce through continuous learning and regular coaching and mentoring.

##### LEADERS PROMOTE WELL-BEING

Leaders are mindful, and care for the well-being of staff, partners and others.

##### LEADERS INNOVATE

Leaders encourage informed risk-taking and inspire curiosity, creativity, and innovation.

##### LEADERS ACT AND EMPOWER

Leaders make informed decisions, delegate authority, communicate the decision-making process openly, and ensure timely action.

##### LEADERS ADVANCE ACCOUNTABILITY

Leaders hold themselves, colleagues, and team accountable for doing what they say they will do.

#### THE TEAM

**Project Manager:** Erica Spell

**Deputy Coordinator:** Bob Leavitt

**Senior Leader Champion:** Susan Pascocello

**GET INVOLVED!** This is the current iteration and we're anxious to hear what you think! Email us at [Transformation@USAID.gov](mailto:Transformation@USAID.gov) or visit [pages.myusaid.gov/a/t3](https://pages.myusaid.gov/a/t3)