



# Growing Out of This World Leaders A Perspective from NASA





# NASA 2021: Let's Go to the Moon

Video



## AGENCY RANKINGS BY CATEGORY

# Effective Leadership

The Effective Leadership category measures the extent to which employees believe leadership at all levels of the organization generates motivation and commitment, encourages integrity and manages people fairly, while also promoting the professional development, creativity and empowerment of employees.

Rank ↑	Agency	2019	2018	Change (2016-17)
1	National Aeronautics and Space Administration	75.9	75.0	0.9
2	Intelligence Community	66.4	63.1	3.3
3	Department of Health and Human Services	63.1	62.3	0.8



SUCCESSION



DEVELOPMENT

# Leadership Starts with You...



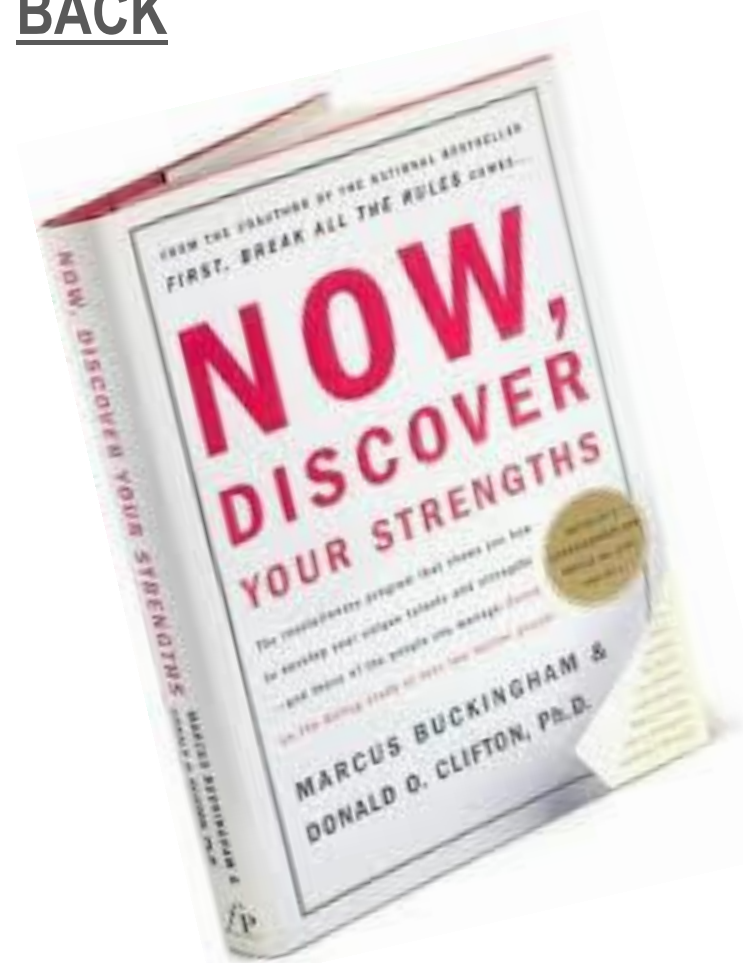
FEED

360°

BACK

*Knowing yourself is the  
beginning of all wisdom.*

*~Aristotle*





# How?



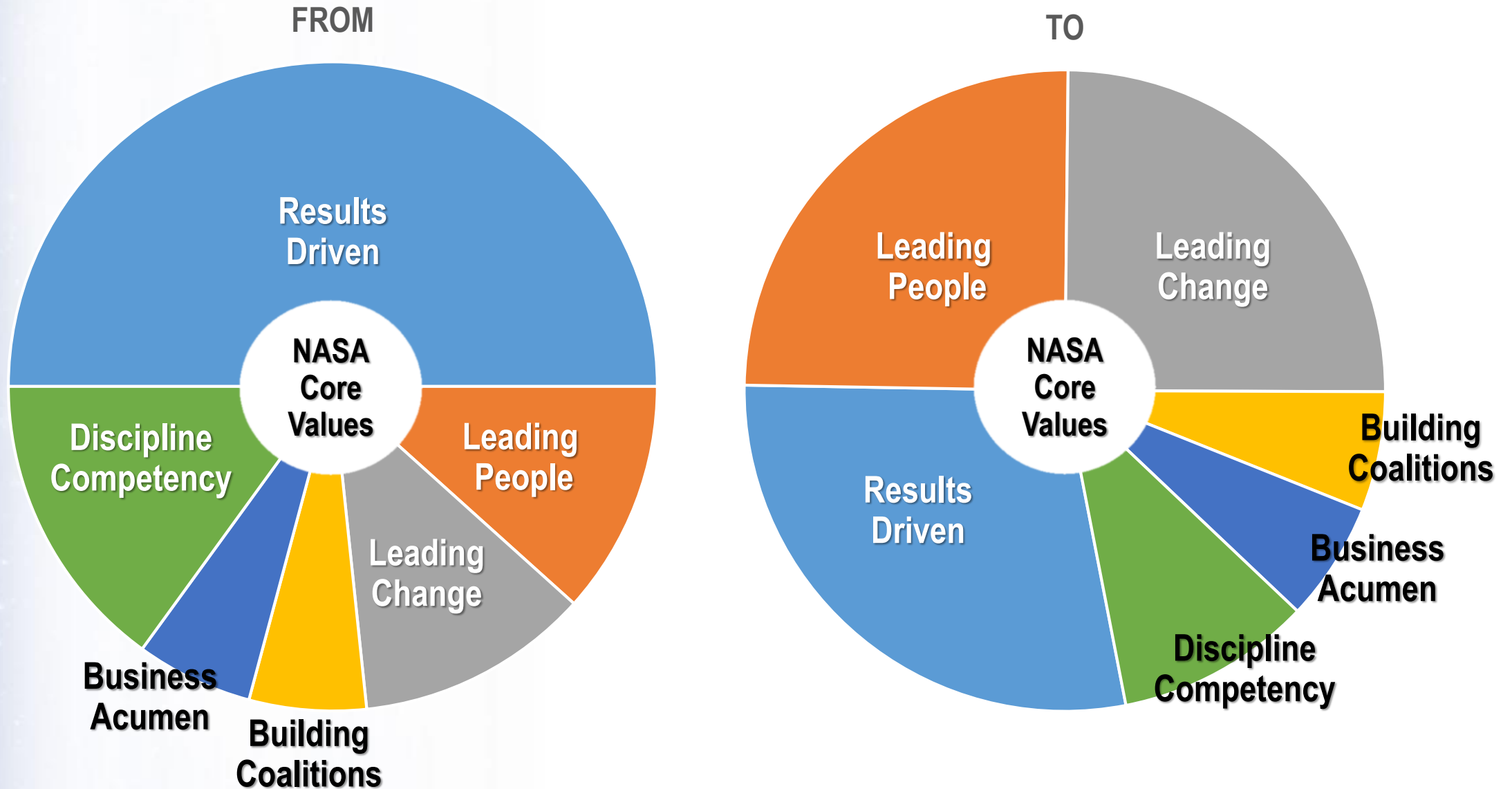
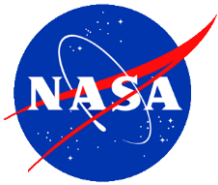
**70%** Context (Job/Projects/Tasks)

**20%** Contacts (Coaching/Mentoring/Shadowing)

**10%** Concepts (Reading/Training)



# NASA's Leadership Model



# 10% Concepts



## Individual Contributor/ Influence Leader

- Foundations of Leadership
- Intro to Inclusion & Innovation
- Working at the Speed of Trust
- Dynamics of Team Feedback

## Group/Team Lead

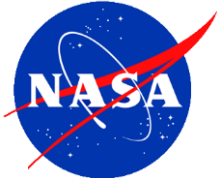
- Seminar in Leadership
- Inclusion & Innovation Workshop
- HR Management for Leads
- Leading at the Speed of Trust
- Performance Enhancing Feedback

## Senior Executive

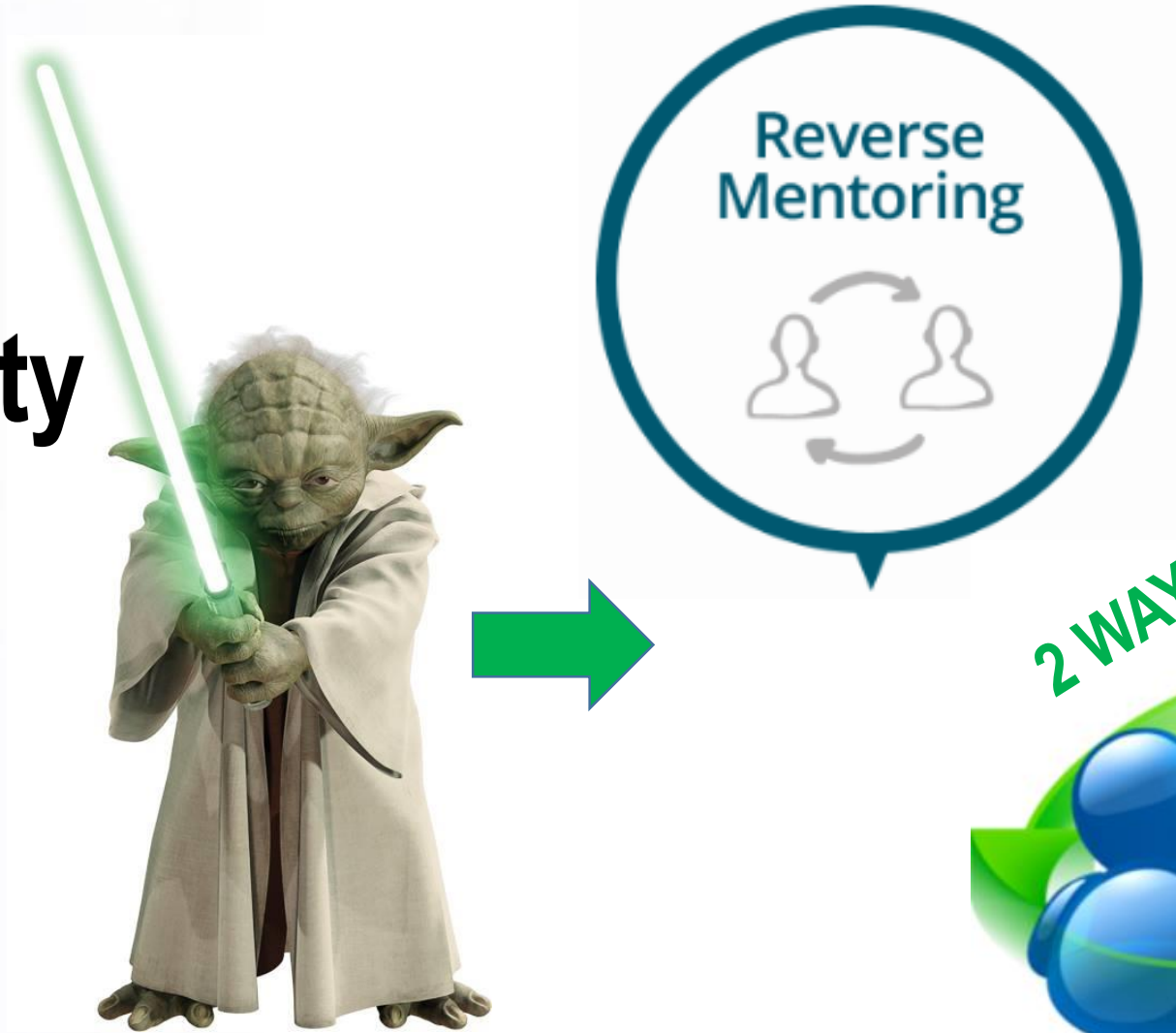
- Seminar in Leadership Speaker
- Inclusive Leadership Cadre Participant
- Leading People Through Change
- Executive Education
- Leadership Programs



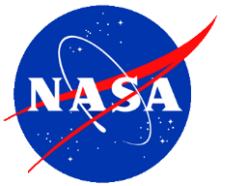
# 20% Contacts



Your  
Opportunity  
To  
Develop  
Another



# 20% Contacts cont'd



Who is on your  
Mount Rushmore  
of Mentors?





# **70% Context**

***It is a period of change. Rebel forces are changing the landscape of business. With this change, NASA Leadership is focusing on developing its employees into future leadership roles through daily on-the-job experiences and through specific Projects and Tasks.***



B.S., Political Science (1994)  
M.S., HR Mgmt (1996)



Mgmt Education Program  
NASA Fellowship (2006)



World Bank's  
International Finance  
Corporation  
2008

NASA Headquarters  
2007-2008

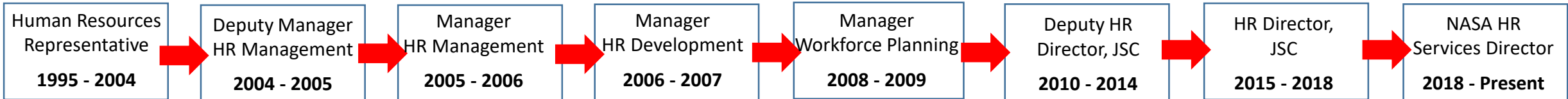
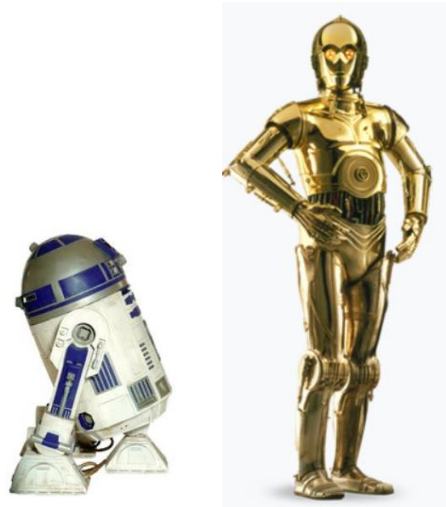


JEDI TRIALS



Front-Line Leader in  
Engineering (2013)

# Brady's Bio



Human Resources  
Representative  
1995 - 2004

Deputy Manager  
HR Management  
2004 - 2005

Manager  
HR Management  
2005 - 2006

Manager  
HR Development  
2006 - 2007

Manager  
Workforce Planning  
2008 - 2009

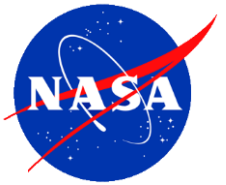
Deputy HR  
Director, JSC  
2010 - 2014

HR Director,  
JSC  
2015 - 2018

NASA HR  
Services Director  
2018 - Present

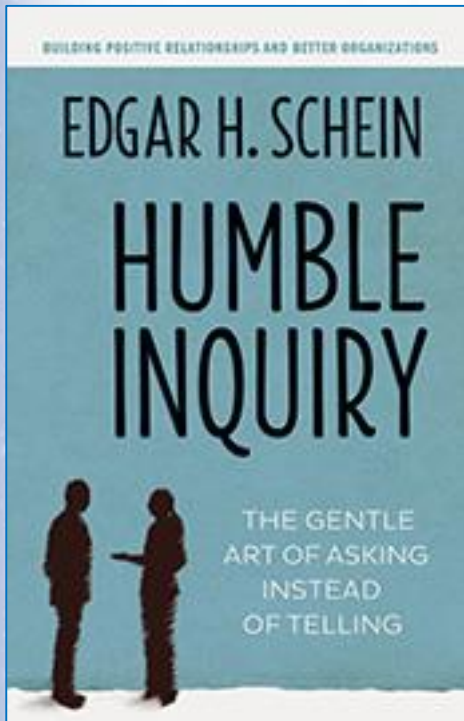


# Emphasis: Coaching Skills



“A coach is someone who gets you to do what you don’t want to do, so you can be who you want to be.”

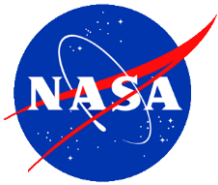
– Tom Landry



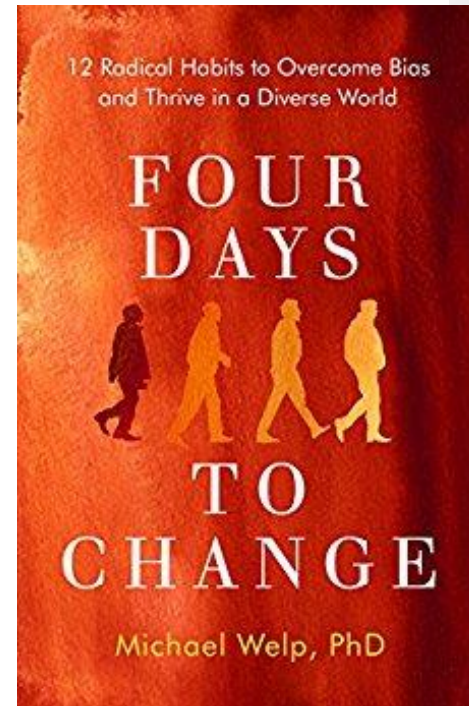
A coach helps others achieve a specific goal.

*Is change-oriented*  
*Is forward-looking*

# Emphasis: Inclusive Leadership



**Brady's Diversity & Inclusion Incompetency**





# Growing Out of This World Leaders

*So that NASA  
Lives Long and Prospers*

