



Why should I seek out and use the services of CTOD?

Your best is our business. Our goal is to help you maximize opportunities for success as a vested stakeholder in USDA. Our task is to provide individualized and customized services to meet your unique needs.

This may take on many forms, be it focused on just you, your team, or your entire organization. As development professionals, we will work to understand your need and provide solutions tailored specifically to your desired outcomes.

We are uniquely positioned to meet you at all phases of your career. We welcome the opportunity to embark on a partnership with you, focused on your continued success!

For more information see our annual calendar and Month-at-a-Glance emails or find our SharePoint site at: <http://sp.we.aphis.gov/MRPBS/SVCS/HRD/CTOD/SitePages/Home.aspx>

To address technical training needs related to your occupation, see your supervisor.

USDA - Animal and Plant Inspection Services
Marketing and Regulatory Programs
Center for Training & Organization Development
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Main Line: 301-851-2947

**APHIS Office of the Administrator (OA)/
Office of Civil Rights Diversity & Inclusion (OCRDI)**
Mirdza Fernandez, Training Specialist | 301-851-2941

Animal Care (AC)
Wendy Johnson, HR Specialist | 301-851-2897

Biotechnology Regulatory Service (BRS)
Kim Kanaga, Executive Consultant | 301-851-2922

International Services (IS)
Kathy Trickey, Education Specialist | 301-851-2932

Legislative and Public Affairs (LPA)
Geerie Lewis, HR Specialist | 301-851-2870

**Marketing and Regulatory Programs Business Services
(MRPBS)**

Tanya Briscoe, Training Specialist | 301-851-2916
Scott Golden, Executive Consultant | 919-855-7194

Plant Protection and Quarantine (PPQ)
Pam Lyons, Executive Consultant | 612-336-3298
Carol Roller, Executive Consultant | 301-851-2892

Policy and Program Development (PPD)
Cindy Pericak, Education Specialist | 919-855-7801

Veterinary Services (VS)
Marilyn Miller | 301-851-3604
Todd Sazdoff, Executive Consultant | 612-336-3304
Amy Kokesh, Training Specialist | 919-855-7174

Wildlife Services (WS)
Leslie Linneman, Training Specialist | 301-851-2889

Agriculture Marketing Services (AMS)
Sue Bernstein, Education Specialist | 301-851-2878
Loretta Gladden, Training Specialist | 301-851-2937

Center for Training & Organization Development



Our Mission

CTOD is a catalyst to optimize the performance and effectiveness of the workforce to meet the USDA mission



Center for Training & Organization Development

Services | How We Deliver the Support You Need

- Administration of Training Policy—We make sense of it so you keep compliant.
- Assessment Services—We have expertise in the delivery of dozens of instruments to create self-awareness needed for effective development. Some assessments are:
 - ⇒360° Assessment
 - ⇒Hogan Inventory
 - ⇒MBTI
 - ⇒StrengthsFinder
 - ⇒Change Readiness
- Coaching—We offer a multitude of options in our coaching suite, all of which are geared toward conversations that help YOU solve your own challenge or maximize your own opportunities
- Consultation—Though we have the ability to come into your world and deliver “off the shelf” training, we much prefer to tailor our solutions to

your unique needs. Part of that is helping you decide what the right solution is, training or otherwise.

- Executive Development—We offer APHIS delivered programs or administer your participation in several government-wide options including:
 - ⇒FEI
 - ⇒SESCDP
 - ⇒SES Forums
- Leadership Development—We manage a number of programs designed to maximize your leadership potential:



- ⇒ Basic Leadership Development Program (BLDP) for GS 4-6 employees
- ⇒ Intermediate Leadership Development Program (ILDLP) for GS 7-11 employees
- ⇒ Leadership Development for Project/Program Managers (LDPM)
- ⇒ Fundamentals of Human Resource Management (FHRM) for probationary supervisors, aspiring supervisors, or supervisors who want to refresh their skills
- Leadership Transition Services—Job transition can be very fulfilling and rewarding but even more so when you and your new team are prepared for success together. We offer comprehensive support to you before, during, and after your move.
- Mentoring—We manage the APHIS Mentoring

program, which is designed to help you connect with experts in an area you want to grow in. Partner with someone who has “been there and done that” so you can duplicate their successes.

- Team Building—Whether you are just getting started, want to fix some challenges, or take a good team and make them exceptional, we can offer training and facilitation tailored to your needs towards optimizing team performance.
- Training—We provide dozens of standard sessions, both live and virtual, in a number of suites listed below. You can register through AgLearn for the sessions. We can customize solutions for your intact team or work group and also provide individual guidance on training and development solutions.
 - ⇒Administrative Career Development
 - ⇒Change Management
 - ⇒Coaching
 - ⇒Communications
 - ⇒Developing Self & Others
 - ⇒Experienced Supervisors
 - ⇒New Supervisors
 - ⇒Virtual Workplace

