



Leadership Ideas for FSNs in Everyday Scenarios

An Additional Help for ADS Chapter 402

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Seeking everyday strategies to support and enhance the leadership, communication, and management capabilities and ambitions of your FSN colleagues? Here is a curated collection of established and emerging practices that are valued and recommended by FSNs. We encourage you to use this list as a foundational guide. Harness your creative and collaborative prowess in adapting and tailoring these ideas to best align with the preferences and requirements of your FSN colleagues as well as the country context in which you operate.

In External Engagements with Stakeholders Outside USAID, Encourage and Enable FSNs to:

- *Actively engage with host government officials* during annual or bi-annual portfolio reviews or joint field visits.
- *Lead or co-lead various different donor working groups* or sub-groups aligned with USAID interest or areas of collaboration.
- Leverage their technical expertise and communication skills to *interact with the media* and other key stakeholders, including those from the *private sector, academia, and civil society organizations*.
- *Serve as speakers or resources at public events* hosted by USAID partners and other stakeholders.

In Internal Operations with USAID Colleagues, Encourage and Enable FSNs to:

- Attend and actively engage in *Senior Leadership Team Meetings* and *Office Director Level Meetings* with the Front Office.
- *Lead or co-lead the design of new activities*, including for required consultations with colleagues and external stakeholders.
- Assume the role of chair or co-chair in Technical Evaluation Committees, allowing for active involvement in procurement actions.
- In close coordination with M/OAA at USAID/W, consider *increasing procurement decision-making authority*, particularly for FSNs in the Executive Office (EXO) and Office of Acquisition and Assistance (OAA).
- Take an active role in *facilitating or co-facilitating internal meetings and workshops*.
- Take on the responsibility of *Site Officer and Control Officer for VIP visits*, ensuring smooth operations during such events.
- Play a crucial role in *staff hiring decisions*, providing input and actively participating in the selection process, whether it be for new FSNs or FSOs, subject to relevant Agency regulatory and policy limitations on personnel selection.

- Take charge of, or collaborate on, *leading or co-leading various working groups, committees, and special initiatives*, subject to relevant Agency regulatory and policy limitations on representing USAID.
- *Volunteer in FSN Committees* to advance shared priorities around FSN empowerment and locally led inclusive development. For ideas on how to support and optimize the leadership of FSNs in such Committees, [check this](#) sample scope of work.

Incorporating these tactics will not only empower your FSN colleagues but also help build a more robust, collaborative, and efficient USAID Mission. The active involvement of FSNs during internal and external engagements, when context permits and if the incumbent is interested, ensures that their expertise is fully utilized, and their capabilities are enhanced, which is essential to the success and long-term sustainability of USAID's investments.

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