

**The Department of Defense
Executive Leadership Development Program (ELDP)
2013**

The Executive Leadership Development Program (ELDP) provides participants with an extensive exposure to the roles and mission of the entire Department.

Participants of ELDP graduate from the program with an increased understanding and appreciation for today's warfighters. Warfighters speak of being at the "tip of the spear" - ELDP provides those experiences. The program was established in 1985 with the approval of the Secretary of Defense and has continued over the years to train the Department's future leaders to recognize and respond to the issues facing DoD. During the course of the nine months of training, participants will travel to a variety of locations both in the United States and overseas, to train with the warfighter. Through intense, hands-on field experience, participants experience first hand the many challenges that our Components face in carrying out the mission of the Department.

ELDP is not for everyone. It is both mentally and physically challenging. It is designed for high potential individuals who have the desire to progress into senior leadership roles in the Department.

Learning Activities:

- Adjust to rapidly changing conditions and situations.
- Climb three-story nautical ladders.
- Jump from airborne training towers.
- Fly in tactically configured military aircraft.
- Participate in rigorous physical fitness activities, including running or walking a mile in 12 minutes or less, push-ups, and an organized physical fitness regimen.

Developmental Activities:

- Two-day orientation in the Washington DC area.
- Two weeks of core curriculum training covering areas such as team building, problem solving, decision making, and communications skills.
- One week deployments each month from December to June to military installations, including a Joint Command, Combined Command (Europe), Navy/Marine Corps, Air Force, Army, National Guard, and to forward-deployed forces, such as Korea.

- Briefings on intelligence operations and one-day Defense Executive Institute Seminar Preparation and presentation of project papers.
- Presentation of formal information briefing at the Pentagon.
- Graduation in Washington DC attended by high-level military and civilian leaders.

ELIGIBILITY CRITERIA

The target audience for this program is GS/12-14, salary equivalent civilian employees and military personnel grades O-3 (promotable) or O-4 (waiverable to O-5) or Senior Enlisted in grades 7 through 9.

EVALUATION CRITERIA

Evaluation procedures will be established to consider each applicant's qualifications and potential for higher level leadership positions in the Department of Defense. Selection criteria for participation in ELDP will include:

Depth and breadth of experience in one or more of the functional areas in which DoD employs leaders.

Possession of the following competencies:

- Team building - Inspires and fosters team commitment, spirit, pride, and trust. Facilitates cooperation and motivates team members to accomplish Group goals.
- Accountability - Holds self and others accountable for measurable high quality, timely, and cost-effective results. Determines objectives, sets priorities, and delegates work. Accepts responsibility for mistakes.
- Complies with established control systems and rules.
- Decisiveness - Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences perceives the impact and implications of decisions.
- Influencing/negotiating - Persuades others; builds consensus through give and take; gains cooperation from others to obtain information and accomplish goals.
- Supervisory recommendation addressing the applicant's qualifications, leadership potential, and anticipated return on investment.

ADDITIONAL CONSIDERATIONS

Generally, the ideal ELDP candidate:

- Is flexible, adaptable and willing to be a member of a cohesive team.

- Has an outstanding performance record and has progressed through positions of increasing responsibility at a faster pace than his/her peers.
- Has experience that has demonstrated strong potential for higher level leadership positions, which includes the competence, confidence, and motivation to be a bold and innovative leader in the public sector. This includes showing initiative, professional excellence, community involvement, commitment to public service, and integrity.
- Sees value in life-long learning.
- Has succeeded in rigorous programs of formal training and self-development, and assumes responsibility for this learning.
- Has successfully completed Component-sponsored leadership programs and other developmental activities toward attaining career goals.
- Is highly motivated to succeed and is willing to challenge himself/herself to do so.
- Is committed to continued service in DoD and can articulate the anticipated return on investment.

APPLICATION REQUIREMENTS

Applicants must submit a completed [application](#), signed by their immediate and second level supervisors. The Developmental Programs Coordinator will forward applications to the National Competency Training Leads for Level 1 endorsements.

All applicants are required to furnish a nomination package that includes:

- ELDP application,
- Qualification Statement describing how you meet each of the following competencies: team building, accountability, decisiveness and influencing/negotiating (a separate paragraph for each criterion; two-page total limit), and
- Supervisor's recommendation addressing applicant's qualifications, potential for higher level leadership positions, and anticipated return on investment.

The complete package must be submitted by 01 May 2012 directly to:

Developmental Programs Coordinator
 Employee Development Center
 Building #2189 (Frank Knox Bldg), Room 150b
 Telephone: 301-757-4125
 Fax: 301-342-4523

Orientation: 22-23 August 2012

Location: Washington, DC

TUITION

Tuition for civilian participants is \$6,500 and can only be paid by using the Military Interdepartmental Purchase Request (MIPR). Additional travel and per diem costs throughout the year will be approximately \$20,000-\$27,000. All funding is the responsibility of the selectee's competency. The MIPR is not required with the application.

MIPR NOTE: Selectees will be provided specific guidance regarding submitting the MIPR during the orientation.