

EXECUTIVE LEADERSHIP PROGRAM

Ensure your future as a manager by enrolling in the Executive Leadership Program (ELP). This nine-month program provides training and developmental opportunities for high-potential individuals at the GS 11-13 levels (STRL salary equivalent and Wage Grade equivalent) employees. Participants create a personal framework for practicing leadership through assessment, experiential learning and individual developmental opportunities. The ELP is based on the Office of Personnel Management's Executive Core Qualifications (ECQ) and 28 leadership competencies and prepares public service employees for success as they assume leadership positions. The program focuses on the ECQ of Leading People and uses classroom instruction, individual and team work, and experiential learning to deliver the program objectives. By providing skills, tools and practical applications that integrate a number of learning approaches, the ELP is designed to assist individuals and organizations in achieving a higher level of performance. The program's residential training components are continually updated and expanded to reflect current issues in leadership and government.

Individual Needs Assessment and Leadership Development Planning

Participants assess their level of leadership and managerial skills through the Leadership Effectiveness Inventory (LEI) and a variety of other assessments that guide in designing a Leadership Development Plan. This plan becomes a road map for career development and is tailored to meet specific leadership development needs.

Leadership Development Team Activity

Participants are assigned to an experiential learning team designed to strengthen leadership and interpersonal skills. The teams also inspire commitment to personal development and provide a forum to explore current issues facing managers and executives in the public sector.

Developmental Work Assignments

Participants are required to complete a full-time, 60-day developmental assignment outside of their position of record. These developmental work assignments are an integral component of the program and are designed to provide exposure to various leadership and management experiences and perspectives.

Program Requirements

The following activities must be completed to fulfill program requirements:

- Attend all training sessions
- Design and implement a leadership development plan
- Complete a full-time, 60-day developmental assignment outside of participant's position of record
- Read and review a minimum of three management and leadership readings
- Conduct senior management interviews
- Complete a three-day shadowing assignment of a senior manager
- Participate in experiential learning team project activities
- Prepare an impact paper outlining key learnings from the program

<u>Session 2013-1</u>		
Nomination Deadline:	29 February 2012	
Orientation Week	29 April-04 May 2012	Virginia Beach, VA
Core I	15-20 July 2012	Flintstone, MD
Core II	21-26 October 2012	Albuquerque, NM (Tentative)
Graduation	27 January-01 February 2013	Towson, MD

<u>Session 2013-2</u>		
Nomination Deadline:	29 February 2012	
Orientation Week	09-14 September 2012	Newport News, VA
Core I	02-07 December 2012	Jacksonville, FL (Tentative)
Core II	10-15 March 2013	Cambridge, MD
Graduation	09-14 June 2013	Towson, MD

Nomination Procedure

The [Executive Leadership Program Application](#) and a signed resume must be submitted electronically directly to the Developmental Program Site Coordinator, louise.barnes@navy.mil.

Tuition

The SF182; Authorization, Agreement and Certification of Training, for payment of tuition in the amount of \$4,575.00, must be entered in Navy-ERP when the application is electronically submitted to the Developmental Program Site Coordinator (301)757-4125.

The sample [SF-182](#) is populated with general information for employee convenience in entering their request in Navy-ERP.

Special Needs Accommodations

Participants needing Special Accommodation Services must complete the [Student Request for Special Accommodation Services](#) form and submit it with the application.

Withdrawals and Substitutions

Withdrawals and Substitutions are accepted at not cost if made more than 14 days before the program begins. If you cancel less than 14 days before the program begins, there is a \$1,000.00 processing fee if no substitution is made. There will be no refund for withdrawal after the orientation session begins. Substitutions may be made anytime until the session begins.