



## Trailblazing employees take first step on path to leadership

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More than 200 NAVAIR employees attend a NAVAIR Leadership Development Program executive core qualifications workshop Oct. 12 to learn how to prepare their applications for the program and become up-and-coming leaders. (U.S. Navy photo)

NAVAL AIR SYSTEMS COMMAND, PATUXENT RIVER, Md. — 250 aspiring leaders started their leadership journey at a NAVAIR Leadership Development Program (NLDP) executive core qualifications workshop held here Oct. 12.

“By being here, you are demonstrating your desire to do some personal development,” said Stephen Cricchi, assistant commander, Corporate Operations and Total Force. “Be selfish about the individual development plan you build for yourself; you won’t have another chance like this. When you are selected, think big about the experiences you want to do.”

NLDP is the command’s flagship leadership development program, intended to provide mid- to senior-grade employees the chance to broaden their leadership, management and organizational knowledge, as well as their worldview, while establishing networks with peers and senior leaders. In addition to classroom-based leadership training and mentoring, the three- to five-year part-time program includes job shadowing and developmental assignments.

The focus of the workshop was on learning about the five [executive core qualifications](#),



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which the Office of Personnel Management describes as the leadership skills needed to build a federal corporate culture:

- Leading change
- Leading people
- Results-driven
- Business acumen
- Building coalitions

NAVAIR uses these qualifications as the foundation for the NLDP application and to address leadership experience and potential. Workshop attendees learned methods from Thomas Rudowsky, director of the Air Vehicle and Unmanned Air Vehicles Department, on how to weave a narrative about their leadership experience, as well as tips on effective writing.

The workshop also included an NLDP participant panel, where Jane Ann Conley, Will Jones and Lainie Rodriguez listed the benefits of applying to the program, including the extensive networking opportunities, job rotations and mentoring.

“You can use NLDP as a calling card to take you places you couldn’t normally go,” Jones said. “I applied to NLDP because I have a fascination with what makes a leader a ‘leader.’ I wanted to figure out what there was in me that I could offer to become a good leader. You have to lead yourself before you can lead anyone else.”

Rodriguez, who is in her last year of the program, agreed “NLDP opens a lot of doors” and said the chance to meet co-workers from around the command was invaluable.

“All the networking opportunities across the entire national command — there’s nothing better. It’s how we get the job done,” she said.

A second workshop is scheduled for Nov. 9. The NLDP application period begins Jan. 17, and selectees will be announced in July 2017. Currently, the program has 245 participants.

### ***About NLDP***

To find out more about NLDP’s recent classes and initiatives, read the following news releases:

- [“NAVAIR leaders build their global perspective and learn why it matters”](#)
- [“Building leadership skills from the foundation up”](#)
- [“Seeing first-hand how logistics work on land affects those at sea”](#)



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“There is a melting pot of NAVAIR in every class that you take, where you are learning different perspectives and opening your eyes to a diversity of tasks,” Stephen Cricchi, assistant commander, Corporate Operations and Total Force, told 250 aspiring NAVAIR leaders at a NAVAIR Leadership Development Program executive core qualifications workshop Oct. 12. (U.S. Navy photo)



Thomas Rudowsky, director of the Air Vehicle and Unmanned Air Vehicles Department, explains the importance of executive core qualifications (ECQs), which the Office of Personnel Management describes as the leadership skills needed to build a federal corporate culture. The ECQs are the foundation of the application for NAVAIR’s Leadership Development Program. Rudowsky spoke as part of a program workshop Oct. 12 for aspiring applicants. (U.S. Navy photo)



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Current NAVAIR Leadership Development Program participants (from left) Lainie Rodriguez, Will Jones and Jane Ann Conley speak as part of a panel at the program's executive core qualifications workshop Oct. 12, where they discussed the benefits of the program and gave tips on how to apply. (U.S. Navy photo)