

CP-14 Senior Leadership Development Program Curriculum

In partnership with the Federal Executive Institute
Charlottesville, VA

Dr. Gail Funke and Dr. Sheila Gant
Curriculum Coordinators

Program Description:

This 18-month Development Program consists of three residential events and continuous activity during the interim periods.

Program Features: Residential Components: (1) Initial assessment week, (2) Strategic leadership seminar week, (3) Focused skills seminar week; 4-month Developmental Assignments; Mentor program; Executive Coaching; Team learning projects; Individual Development Plans; Field Experiences; Leadership Seminars; and Reading Projects.

Week One: Initial Assessment Week: Participants stay in residence at Federal Executive Institute (FEI) or another off-site location. Sessions include 360-degree feedback, interpersonal skills inventory, team formation, and introduction to coaching, mentor selection and other targeted leadership sessions.

Week Two: Strategic Leadership Seminar: Participants stay in residence at an off-site location in Washington, DC metropolitan area. Participants experience first-hand the issues and considerations in dealing with Congress and politically charged situations. A simulation in which the learnings are applied is part of the week.

Week Three: Focused Skills Seminar: Participants stay in residence at Federal Executive Institute (FEI) or another off-site location. Topics and sessions depend on emergent needs during the 18-month program.

Other features: (1) Each team (7-8 people) will execute a Learning Project on an issue of interest to the Army; research, action plans and implementation strategies will be part of this project, which will be carried out over the 18-month program. (2) In between residential sessions, participants will be involved in 4-6 month developmental assignments outside their home organization, meet with mentors, receive executive level coaching, participate in field experiences, plan and attend targeted leadership sessions, and implement individual development plans (IDPs).

Who Should Attend: GS-14/GS-15 and pay band equivalents and YA-03/YC-03 who are or will be moving into positions with significant leadership responsibilities.