

Executive Leadership and Development Program (ELDP)

Department of Defense (DoD)

Eligible Grades	Permanent GS-12s through GS-14s
Program Length	10 months (intermittent)
Location	Washington, D.C. and various DoD installation sites world-wide
Funding	Tuition is \$6,500. Estimated travel costs are approximately \$28,000. Tuition, travel, per diem, and other associated costs are the responsibility of the nominating organization.
Course Dates	October 2013 through June 2014, with an orientation in August/September 2013
Course Description	<p>DoD ELDP provides participants with an extensive exposure to the roles and mission of the entire Department. Participants graduate 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 10- months of training, participants travel to a variety of locations, both in the United States and overseas, to experience and appreciate the role of the warfighter, and challenges they face in carrying out DoD's mission, by participating in intensive hands-on field experiences. Additionally, participants will hear from a number of distinguished panel members during a seminar at Georgetown University.</p> <p>ELDP is designed for highly motivated, mid-career, DoD employees with approximately 8-12 years of DoD experience, who have demonstrated outstanding leadership potential. Participants must have the initiative, professional excellence, community involvement, a commitment to public service, and integrity. Performance must reflect an interest in moving into senior management positions. Participants must be receptive to a training methodology whereby participants assume responsibility for their learning. ELDP presents "opportunities to learn" and it is up to participants to take advantage of the opportunities presented.</p> <p>A typical ELDP program includes:</p> <ul style="list-style-type: none">• Two-days of orientation in the Washington, DC area• Two weeks of Core-Curriculum training covering areas such as team building, problem solving, decision-making, and communication skills• One week deployments each month from December-June to military facilities including a Joint Command (PACOM), Navy/Marine Corps, Air Force, Army, the National Guard, and U.S. Coast Guard. Deployments are also scheduled to forward-deployed locations, such as Korea and Europe.• Briefings on defense and international issues at Georgetown University and Capitol Hill• Briefings from the Joint Staff and Interagency Organizations

- Preparation of Staff Studies
- Presentation of a formal Information Briefing at the Pentagon
- Graduation in Washington, DC attended by high-level military and civilian leaders

Selection criteria include:

- Being identified as a high-potential employee with a history of superior performance
- Having a commitment to DoD with an intention to pursue a DoD career
- Demonstrating the ability to work effectively as a team member

ELDP is not for everyone. It is both mentally and physically challenging. Events during the program require participants to work long hours when deployed, travel on weekends, adjust to rapidly changing conditions and situations, climb three-story nautical ladders, jump from airborne training towers, and fly in tactically configured military aircraft. Rigorous physical fitness activities include, but are not limited to, running or walking a mile in 12 minutes or less, doing push-ups, sit-ups, pull-ups, and participating in an organized physical fitness regimen. Extraordinary dietary requirements or unique/specialized medical care may not be available while traveling overseas or working at training sites. These conditions should be considered when considering nomination for ELDP.

Nominees should possess 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.

Per DoD ELDP, 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

Additional Information

- **Experience Requirement:** Mid-career; approximately 8 to 12 years of DoD experience
- **Education Requirement:** Bachelor's Degree
- **Security Clearance Requirement:** Secret (or Interim Secret)
- **Graduate Credit or Degree Earned:** Not applicable
- Must possess, or be able to obtain, a valid U.S. passport and government travel card prior to Sep 2013
- Extraordinary dietary requirements or unique/specialized medical care may not be available while traveling or working at training sites
- DoD ELDP is both mentally and physically demanding
- There are approximately 90-95 training days during the program
- Lodging: The DoD ELDP Manager will provide information on lodging if you are selected to participate in this program.
- DoD-level Continued Service Agreement (CSA) is required for three times the length of training
- [DoD ELDP Brochure](#)

Nomination Process

Please refer to guidance on the [EDP home page](#). In addition to the DLA nomination and executive sponsorship endorsement documents, the following items must be included in your nomination package to receive consideration:

- 1) [DoD ELDP Application Form](#)
- 2) [DoD ELDP Qualification Statement Essays](#)
Describe how you meet each of the following competencies: team building, accountability, decisiveness, and influencing/negotiating (a separate paragraph for each criterion; 2-page total limit)
- 3) Security clearance verification
- 4) Copy of most recent Standard Form 50, Notification of Personnel Action
- 5) [SF 182](#), Authorization, Agreement, and Certification of Training). This training form must accompany the nomination package but will only be processed if the nominee is selected to attend the course.

Selection Decision

The DLA Executive Resources Board reviews nominations and makes the final selection decision.

Web Site

For additional information, please refer to the DoD ELDP web page at http://www.cpms.osd.mil/lpdd/eldp_index.aspx