



MANPOWER AND
RESERVE AFFAIRS

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

1500 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-1500

MEMORANDUM FOR: ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND
RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE NAVY (MANPOWER AND
RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE AIR FORCE (MANPOWER
AND RESERVE AFFAIRS)
DIRECTOR, ADMINISTRATION AND MANAGEMENT

SUBJECT: Department of Defense Nominations to the Fiscal Year 2024 White House
Leadership Development Program

I am pleased to announce a call for the Department of Defense (DoD) nominations to the Fiscal Year (FY) 2024 White House Leadership Development Program (WHLDP). Sponsored by the Executive Office of the President and the President's Management Council, the WHLDP aims to develop high potential GS-15 employees (and equivalents) to serve as part of the next generation of career senior executives. These leaders, through expanded perspectives and skillsets, strengthen the enterprise leadership across the government to address challenges facing the nation.

The WHLDP is a one-year (October through September), non-reimbursable placement assignment with weekly leadership development programming. Placement assignments are within agencies in the National Capital Region associated with executing the President's Management Agenda and its Cross-Agency Priority Goals. There is no tuition expense, but selected fellows' salary and travel requirements for the rotational assignment are funded by the fellows' organizations.

Career GS-15/equivalent civilians with high potential to serve as senior executives are eligible for nomination to the program by the Deputy Secretary of their agency. To ensure equitable access to the program, the distribution of GS-15s across the Department determines the number of nominations accepted from each Component. For the FY 2024 cycle, nomination quotas are: Department of the Army (4), Department of the Navy (6), Department of the Air Force (2), and Fourth Estate (6). Nominations for Intelligence Community (IC) employees in Fourth Estate organizations will be reviewed with nominations from other Fourth Estate organizations. IC employees within the Military Departments will be considered with other nominations from their respective Service.

Fourth Estate organizations submit nominations (no more than two per organization) directly to the Defense Civilian Personnel Advisory Service (DCPAS). DCPAS will conduct a Fourth Estate review board to select the employees for nomination to the DoD-wide review board. Service component organizations are responsible for using an internal selection process, following applicable laws and regulations, to review and prioritize applications from their organizations. All nominations are due to DCPAS no later than January 27, 2023.

The WHLDP requires nominees to have a performance rating of record which “exceeds expectations.” To be accepted into the DoD nomination process, employees rated through the Defense Performance Management and Appraisal Program must have a rating of record of 4.3 or higher. Employees rated through other performance management systems must have a rating of record score in the top 15 percent of the rating range to be considered for the program.

Detailed program information, the DoD nomination application, and instructions can be found on the DCPAS website at:

<https://www.dcpas.osd.mil/learning/civilianleaderdevelopment/whitehouseleadership>.

We are excited to further develop the Department’s top talent and hope you will encourage high-potential employees to take advantage of this opportunity. Submit all nominations and questions to the DoD WHLDP Program Manager, Mr. Robb Levin, by email at dodhra-whldp@mail.mil

Nancy Anderson Speight
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Civilian Personnel Policy