



MANPOWER AND
RESERVE AFFAIRS

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

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

NOV 04 2019

MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY, CIVILIAN PERSONNEL
(DEPARTMENT OF THE ARMY)
DEPUTY ASSISTANT SECRETARY, CIVILIAN HUMAN
RESOURCES (DEPARTMENT OF THE NAVY)
ASSISTANT DEPUTY CHIEF OF STAFF (MANPOWER,
PERSONNEL AND SERVICES) (DEPARTMENT OF THE AIR
FORCE)
DIRECTOR FOR HUMAN RESOURCES DIRECTORATE
(WASHINGTON HEADQUARTERS SERVICES)

SUBJECT: Department of Defense Nominations for Vanguard Senior Executive Development
Program for Fiscal Year 2020

I am pleased to announce a call for nominations for Department of Defense (DoD) Senior Executive Service (SES) members to participate in the Vanguard Senior Executive Development Program (Vanguard) for Fiscal Year (FY) 2020. Vanguard is the Department's enterprise executive development program. This in-residence 6-day/5-night program focuses on developing an enterprise-wide perspective to enhance SES members' ability to lead in a joint and interagency environment. Vanguard is an opportunity for senior executives to build on their leadership capacity in a collaborative setting, leveraging skills needed to lead effectively within and across organizational and functional boundaries, as well as the broad national security spectrum. Participants will gain applicable knowledge through access to public and private industry thought leaders and top-level executives to increase strategic vision and focus. For additional information, a program overview is provided (Attachment 1).

Vanguard is targeted to Tier 2 and Tier 3 career SES members or equivalents with at least 5 years of executive experience, and who occupy positions that demonstrably concentrate on the DoD enterprise and interagency environments. The Component allocations for each session are as follows: Army (5); Navy/Marine Corps (8); Air Force (3); and Fourth Estate (including the DoD Office of the Inspector General) (9). Executives in Senior Leader, Scientific and Professional, Defense Intelligence Senior Executive Service, and Defense Intelligence Senior Level positions are accepted on a space-available basis.

All nominations must be submitted through the Senior Executive Management Office of the respective Component to the Defense Civilian Personnel Advisory Service (DCPAS) by Monday, February 3, 2020. Component submissions will include a consolidated nomination sheet (Attachment 2), as well as each nominee's current biography and attendance agreement form (Attachment 3). Although each Component has an allocation quota, alternate nominees may be submitted in priority order on the nomination sheet.

Vanguard will be offered twice in FY 2020, on May 3-8 and August 2-7, at the William F. Bolger Center in Potomac, Maryland. DCPAS funds the Vanguard program instruction and materials, lodging, and meals. Components are responsible for participant travel and applicable per diem to and from the training site.

We are excited to further develop the Department's top talent and hope you will encourage your executives to take advantage of this opportunity. All nominations and questions should be submitted to the Vanguard Program Manager, Ms. Christine Kleiber, whom you may reach at (571) 372-2059 or by email at christine.g.kleiber.civ@mail.mil.

Anita K. Blair 11/4/19
Anita K. Blair
Deputy Assistant Secretary
Civilian Personnel Policy

Attachments:
As stated