



In accordance with the 2010 National Defense Authorization Act (NDAA), Section 1112, Public Law 184, the Secretary of Defense shall establish a program of leadership development for civilian employees of the Department of Defense (DoD). The Defense Civilian Emerging Leader Program (DCELP) is the result of that legislation. The objective of this program is to develop a new generation of leaders for the Department and the federal enterprise.

DCELP is intended for entry-level and emerging leaders in the grades of GS-7 to GS-12. The program is currently open to the Acquisition, Financial Management and Human Resources career fields during the first half of the training year (typically March through June) and all career fields during the second half of the training year (typically June through September).

DCELP institutes a competency-based approach for the deliberate development of individuals selected to the program with emphasis on Leading Self, Leading Teams and Projects, and Leading People as depicted on the DoD Civilian Leader Development Continuum.

In DCELP, leadership is developed both inside and outside of the classroom. Knowledge is pursued in a classroom environment during four (4) week-long seminars over a four-month period at the DoD Executive Management Training Center located in Southbridge, Massachusetts. The program combines experiential activities, community-based learning, guest speakers, group projects, mentoring, leadership coaching and simulations.

The DCELP cohort develops a supportive environment that enhances participants' self-awareness, substantive knowledge and skills; promotes continuous learning, reflection and personal change; and encourages participants' networking and team building.

The Defense Civilian Emerging Leader Program (DCELP) provides training to the next generation of entry-level and emerging Department of Defense (DoD) and federal leaders. Leadership development at this level establishes a baseline for further growth and development for participants as leadership responsibilities increase.

DCELP builds on the competencies required for the Lead Self, Lead Teams and Projects, and Lead People levels of the DoD Civilian Leader Development Continuum and supports the DoD Civilian Leader Development Framework. The competencies addressed include but are not limited to:

- Mission orientation
- DoD mission and culture
- Decisiveness
- Interpersonal skills
- Flexibility
- Written and oral communication
- Problem solving
- Conflict management
- Accountability
- Influencing/negotiating
- Leveraging diversity
- Team building
- Continual learning
- Resilience

In DCELP, the cohort begins with an on-line course of instruction on the mission and culture of the DoD followed by four in-residence courses provided by the Department's selected vendor for delivery. The in-residence courses are conducted at the DoD Executive Management Training Center (EMTC) in Southbridge, Massachusetts. Participants should anticipate spending approximately 21 days in resident courses throughout the program. These days of instruction are spread over a 4-month period of time with each course of instruction lasting 3.5 to 4 days each.

Each course of instruction begins on a Monday and ends at noon on Friday. Travel days are on the Sunday prior to the Monday start and on Friday afternoons after the seminar has ended. As travel days will be on a Sunday, please contact your training representative for your organization's policy on travel compensation for weekend travel.

Tuition and course materials for this program are paid by DCPAS. Travel and per diem will be paid by each participant's component/agency unless otherwise indicated. For DoD participants, there is no cost for lodging at the EMTC. For interagency participants, lodging is offered at the government rate and meals (breakfast and lunch) are provided at the per diem rate.