



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

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

MEMORANDUM FOR: UNDER SECRETARY OF DEFENSE (INTELLIGENCE AND SECURITY)
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: Combined Call for Nominations for the Department of Defense Leadership Development Programs

This memorandum announces the call for nominations for the next cycle of the Department of Defense (DoD) Leadership Development Programs: the Defense Senior Leader Development Program (DSLDP); the Executive Leadership Development Program (ELDP); the Defense Civilian Emerging Leader Program (DCELP); the Vanguard Senior Executive Leadership Program (Vanguard); and the White House Leadership Development Program (WHLDP).

Developing future leaders at all levels, and retaining a generation of diverse leadership, is the cornerstone of the DoD's talent management strategy. We are postured to accommodate the evolving fiscal environment, even as we undertake the essential step of gathering high-performing, high-potential candidates for these elite and competitive programs. A brief description of each program follows:

- DSLDP: The DSLDP mission is to provide structured learning opportunities that enable the deliberate development of a diverse cadre of senior civilian leaders with the enterprise-wide perspective and competencies needed to lead organizations, programs, and people in order to achieve results in the joint, interagency, and multi-national environments. This program is designed for civilian leaders with the potential and aspiration to serve as senior executives.

GS-14/GS-15 and equivalent civilians with at least one year of recent managerial or supervisory experience are eligible to apply. DSLDP tuition is centrally funded by Defense Civilian Personnel Advisory Service (DCPAS), and travel requirements for DSLDP participants are funded by Component organizations. The application deadline to DCPAS for Cohort 2025 is July 8, 2024, for the Office of the Secretary of Defense (OSD), Defense Agencies and Field Activities and September 9, 2024, for Component Organizations. Components may establish earlier deadlines in order to review and prioritize applications.

- ELDP: The ELDP mission is to develop leaders who have an understanding and appreciation of the global missions of the DoD, the complexities and challenges that our warfighters face in carrying out those missions, and to afford, through hands-on

immersion training, opportunities for experiential learning that enhance the capabilities required to support and lead a military and civilian workforce.

GS-12 through 14 (or equivalent) civilians, active duty military O-3 and O-4 officers, and interagency partners are eligible to apply. ELDP tuition and travel requirements for participants are funded by the Component and Agency organizations. The application deadline for OSD, Defense Agencies and Field Activities is January 12, 2024. The application deadline for Components is February 9, 2024.

- DCELP: The DCELP mission is to recruit and develop the next generation of innovative leaders who possess the technical and leadership competence to meet the future leadership imperatives of the DoD. GS-7 through GS-12 and equivalent civilians and interagency partners are eligible to apply. Please note that DCELP will have two separate cohorts. The first cohort (March to May 2025) will include up to 144 participants from the Acquisition, Financial Management, and Human Resources functional communities. The second cohort (June to August 2025) will include up to 146 participants from all DoD occupational series and federal interagency partners.

DCELP tuition is funded centrally by DCPAS, and the travel requirements for DCELP participants are funded by the Component organizations, unless the Functional Community makes other travel payment arrangements. Additionally, for U.S. Federal Interagency (non-DoD) participants, lodging, meals, and travel are funded by their respective organizations. The application deadline to DCPAS for DCELP Class 2025 is July 8, 2024, for OSD, Defense Agencies and Field Activities and September 9, 2024, for Component Organizations. Functional Community managers for Acquisition, Financial Management, and Human Resources (for the first cohort) and Components may each establish earlier deadlines in order to review and prioritize applications and to finalize funding arrangements.

- Vanguard: Vanguard is the DoD enterprise executive leadership program designed specifically for seasoned SES members. Within the context of overcoming evolving challenges to national security, the weeklong in-residence program provides Vanguard participants from the DoD and interagency partners the unique opportunity to explore leadership attributes that build strategic partnerships and enable collaboration across DoD and interagency boundaries.

Vanguard is open to Tier 2 and Tier 3 DoD SES members with at least five years of executive experience who occupy positions that demonstrably concentrate on the DoD enterprise and/or interagency environments. Additionally, non-DoD federal agency SES members, Defense Intelligence Senior Executive Service members, and Defense Intelligence Senior Level and Senior Professional (SL/ST) appointees in similar capacities may attend Vanguard. Vanguard is funded centrally by DCPAS, except any travel requirements for participants are funded by the Component organizations. The application deadline to DCPAS for the May 6-10, 2024 Vanguard program is January 26, 2024. Components may establish earlier deadlines in order to review and prioritize applications.

- WHLDP: Sponsored by the Executive Office of the President and the President's Management Council, the WHLDP aims to strengthen enterprise leadership across the government by providing senior level federal employees with expanded perspective and skillsets to address challenges facing the country and build a cadre of government leaders with strong inter-agency experience and exposure to a broad cross-section of government. Placement assignments are within agencies in the National Capital Region associated with executing the President's Management Agenda and its Cross-Agency Priority Goals.

Open to high potential GS-15 employees (and equivalents), the WHLDP is a one-year (October through September), non-reimbursable placement assignment with weekly leadership development programming. There is no tuition expense, but selected fellows' salary and travel requirements for the rotational assignment are funded by the fellows' organizations. The application deadline to DCPAS for the Fiscal Year 2025 WHLDP cohort is January 19, 2024. Components may establish earlier deadlines in order to review and prioritize applications.

Quotas for each program are attached. Nominees from the OSD, Defense Agencies and Field Activities, as applicable, have application deadlines which are earlier than the Component deadlines and are indicated on the attachment. Program requirements, application forms, and submission deadline information are in the Learning and Professional Development section of: <https://www.dcpas.osd.mil/learning/civilianleaderdevelopmentbroadeningother>.

Please widely disseminate this program announcement. We look forward to providing your employees the opportunity to participate in these premier, award-winning, and highly regarded development programs. If you have any questions, please contact Mr. Jim Buchman, Director, DCPAS Talent Development Directorate, at (571) 372-2072, or by email at james.e.buchman2.civ@mail.mil.

Nancy Anderson Speight
Deputy Assistant Secretary
Civilian Personnel Policy

Attachments:
As stated