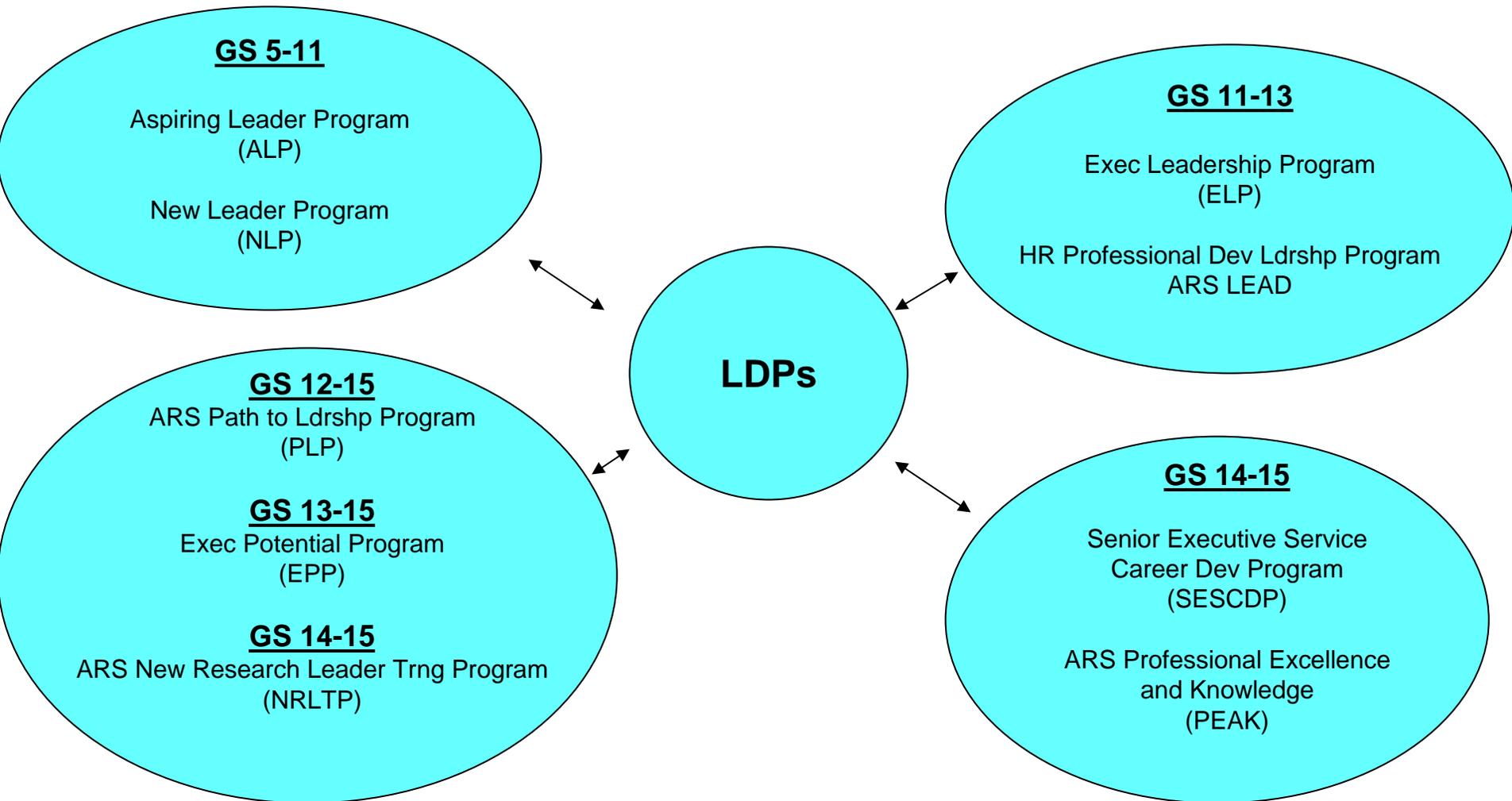


LEADERSHIP DEVELOPMENT PROGRAMS (LDPs)

Research, Economics, and Education (REE) needs leaders who possess the knowledge, skills, and capabilities to effectively achieve the strategic goals and missions of their programs in an ever changing and increasingly demanding work environment. Although participation in any of these Leadership Development Programs does not guarantee a promotion, REE will need employees with highly developed skills gained from competency development to fill leadership roles in the future.



LEADERSHIP DEVELOPMENT PROGRAMS

<u>Leadership Programs</u>	<u>Target Audience</u>	<u>Program Components</u>	<u>Program Goal</u>	<u>AFM Contact/ Call for Noms</u>
Aspiring Leader Program (ALP) USDA Graduate School	GS 5-7 administrative assistants	6 month training/development 3 residential training weeks 30 day developmental assignment	Provide basic leadership skill competency training.	Toni Walls 301-504-1463
New Leader Program (NLP) USDA Graduate School	GS 7-11 administrative assistants, technicians, support scientists	6 month training/development 3 residential training weeks 30 day developmental assignment	Provide leadership skill competency training and exploration.	Gregory Jackson 301-504-4428
ARS Administrative and Financial Management (AFM) Leadership Evaluation and Development Program (LEAD) USDA, ARS, AFM	GS-11 and above ARS admin employees	24 month training/development Developmental assignments Self-development Congressional briefing conference	Develop the AFM leaders of tomorrow.	Dave Carter 301-504-1007
Executive Leadership Program for Mid-Level Employees (ELP) USDA Graduate School	GS 11-13 scientists, managers, team leaders, and project leaders	12 month training/development Focus on OPM core competencies 5 residential training weeks 360 degree feedback 30 and 60 day development assignments Interviews/Book reviews Benchmarking/Best practices	Provide employees with limited or no supervisory experience with new skills, abilities, and insights that focus on the OPM leadership competencies.	Gregory Jackson 301-504-4428

LEADERSHIP DEVELOPMENT PROGRAMS

<u>Leadership Programs</u>	<u>Target Audience</u>	<u>Program Components</u>	<u>Program Goal</u>	<u>AFM Contact/ Call for Noms</u>
ARS New Research Leader Training Program (NRLTP) USDA, ARS	New ARS RLs	24 month training/development Orientation 9 day leadership lab Personal interview Congressional briefing conference	Provide new RLs with resources and information needed to meet the challenges and responsibilities of leadership in ARS.	Gregory Jackson 301-504-4428
ARS Executive Professional Excellence and Knowledge (PEAK) USDA, ARS, AFM	GS-14 and above ARS program, admin and NAL	24 month training/development Developmental assignments Self-development Congressional briefing conference	Develop a competitive pool of culturally diverse, highly qualified men and women as potential future ARS leaders.	Dave Carter 301-504-1007
Senior Executive Service Candidate Development Program (SESCDP) USDA, OHRM	GS 14-15 employees with one year of supervisory/managerial experience	15 month training/development Orientation Individual needs assessment Developmental assignments	Prepare future executives to assume key positions in targeted occupational areas.	Toni Walls 301-504-1463
Management Development Center Programs (MDC) Office of Personnel Management (OPM)	Managers, supervisors, specialists, scientists, engineers, and project leaders	Programs and seminars designed around OPM's Executive Core Qualifications	Provide the best practices and essential tools to help agency current and potential leaders get the results necessary to achieve the President's vision of Government reform.	Virginia Moore 301-504-1443

LEADERSHIP DEVELOPMENT PROGRAMS

<u>Leadership Programs</u>	<u>Target Audience</u>	<u>Program Components</u>	<u>Program Goal</u>	<u>AFM Contact/ Call for Noms</u>
Human Capital Management Leadership Program USDA Graduate School	GS 11-13 HR professionals	New program 2003 6 months (three one week sessions) Work individually and in teams Informal classroom presentations and discussions Group assignments/Presentations Executive/Managers interviews	Provide HR professionals with a new perspective on evolving HR roles as well as tools and practices to advance as HR leaders.	Virginia Moore 301-504-1443
ARS Path to Leadership Program (PLP) (formerly MLLTP) USDA, ARS	GS-12 and above ARS scientists, managers, and AFM team leaders/section heads	9 month training/development Orientation PLP lab Executive interviews 30 day developmental assignment Dynamics of diversity	Provide the opportunity to learn about leadership roles in ARS and develop tomorrow's leaders.	Virginia Moore 301-504-1443
Executive Potential Program (EPP) USDA Graduate School	GS 13-15 scientists, managers, and supervisors	12 month training/development Focus on OPM core competencies 4 residential training weeks 360 assessment feedback Two 60 day developmental assignments Benchmarking/Best practices Experiential learning teams	Prepare high level employees for greater responsibilities.	Virginia Moore 301-504-1443

Note: All USDA programs include shadowing assignments, mentoring/coaching, formal training, and development of an individual leadership plan.

(April 27, 2007)