



READINESS AND FORCE
MANAGEMENT

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JUN 15 2012

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE (INTELLIGENCE)
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: Solicitation for Defense Senior Leader Development Program Class of 2013

I am pleased to announce the call for nominations for the Defense Senior Leader Development Program (DSLDP) Class of 2013, the Department of Defense's (DoD) premiere leadership development program for employees with executive level potential and aspirations. DSLDP supports the government-wide effort to foster interagency cooperation and information sharing by providing opportunities to understand and experience, first-hand, the strategic issues and challenges facing leaders across DoD and the broader national security arena.

The program is open to all DoD full-time civilian employees at the GS-14 or GS-15 levels who are already leading high performing activities, are effective supervisors, and have the potential and motivation to take on even more responsible senior leadership positions across the enterprise over the next several years and beyond.

Although DSLDP is not a Senior Executive Service (SES) Candidate Development Program, and graduation does not guarantee promotion, DSLDP graduates will be renowned for their personal motivation, knowledge, and demonstrated experience that aligns with DoD Directive 1403.03 and DoD Instruction 1430.16 expectations.

DSLDP focuses on developing each attendee's executive core competencies, as per the DoD Civilian Leader Development Framework which includes: leading change, leading people, results driven, business acumen, building coalitions, and enterprise-wide perspective. Successful nominees will pursue program elements as a cohort over the next two years, to include a series of competency-based seminars, an immersive enterprise-spanning experiential activity, creating an executive development plan to chronicle key development milestones, and Professional Military Education. These elements offer successful nominees an experience with new strategic challenges in different environments, further strengthen the enterprise perspective, and apply leadership skills in the increasingly complex joint and national security environments.

Nominees should be identified through their respective Component talent management processes, with an eye toward utilizing graduates in the enterprise arena and return on investment for the Department. Only those with the capability, commitment and leadership support to pursue a rigorous two-year development program should be nominated. The program will begin in February 2013.

We invite the Components to nominate up to a total of 50 DoD nominees for the Class of 2013 through a competitive nomination process. Component nominees will be further assessed through a Department-wide process designed to identify the best nominees from across the DoD. Component targets are as follows:

Department of the Army	13
Department of the Navy	13
Department of the Air Force	10
Fourth Estate (except Intelligence)	9
Intelligence (DIA, NSA, NGA)	5
Total	<u>50</u>

As with any competitive process, nominations should reflect your Component's diversity and broad functional distribution. Each component may have additional application requirements. Component nominations should be prioritized and submitted to the Defense Civilian Personnel Advisory Service Leadership, Learning, and Development Division no later than September 9, 2012. The nomination package, with a detailed description of the program and application criteria is attached. For questions on this program or the nomination process, please contact the DSLDP Program Manager at dsldp@cpms.osd.mil or contact Ms. Vanessa Glascoe at (703) 696-9620.


for Paige Hinkle-Bowles
Deputy Assistant Secretary
Civilian Personnel Policy

Attachment:
As stated