



OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, DC 20301-4000

PERSONNEL AND
READINESS

JUN 22 2011

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Nominations for Vanguard Senior Executive Service (SES) Orientation Pilot Program

The Department of Defense (DoD) Civilian Personnel Policy (CPP) office is pleased to announce a call for nominations of DoD Senior Executive Service (SES) members to participate in the Vanguard SES Orientation Program. This pilot program is aimed at preparing DoD Senior Executives who are new to the executive ranks, or new to DoD, to lead in an Enterprise context.

The unprecedented challenges facing DoD today and tomorrow demand that its civilian senior executives lead across an increasingly complex Defense "Enterprise" that is dynamic, integrated, and joint – often spanning organizational boundaries to leverage the considerable capabilities of DoD and other Federal agencies, industry partners, and non-government organizations. Vanguard will help DoD meet these challenges and prepare the senior executive cadre accordingly.

The pilot offering of Vanguard will be held September 13-23, 2011, in Washington, D.C., with a planned Joint Mission Field Study during that time. The Vanguard tuition (including lodging, meals, and travel during the program) is funded by the office of Deputy Assistant Secretary of Defense (CPP). Components are responsible for funding per diem and travel to and from the course.

For the pilot offering, Air Force, Army, Navy/Marine Corps, and Fourth Estate are allocated six seats each for a total of 24 seats. Of the allocated six seats, Components are encouraged to nominate the following:

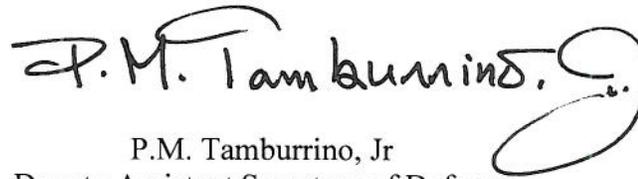
- i) Newly appointed SES or new executives to DoD (four *participants*)
- ii) Executives who have attended a previous APEX orientation (one *participant*)
- iii) Tier 2 or Tier 3 executives (one *participant*)

Having the aforementioned mix of participants will provide a holistic and thorough evaluation of the pilot program to ensure that the program meets the needs of the SES and DoD. For each Senior Executive nominated to the program, Components should provide full contact information and a current unclassified bio. ***Nominations must be submitted through executives' respective Senior Executive Management Offices. Fourth Estate agencies should submit their nominations to the Executive Lifecycle Management office under the Director of Administration and Management. The Military Departments are to include COCOM Senior Executive nominations.***



All nominations to participate in the Vanguard pilot program should be submitted by August 1, 2011, to Mr. Scott Derrick, Program Manager for Executive Development, DoD Senior Executive Management Office, Civilian Personnel Management Service, at scott.derrick@cpms.osd.mil. Questions can also be addressed to Mr. Derrick at (703) 696-1722.

This program is a new opportunity for our Department's Senior Executives to gain the background, ability, and skill to lead across organizational and functional boundaries and across the broad national security spectrum. I encourage you to take full advantage of this opportunity.

A handwritten signature in black ink that reads "P.M. Tamburrino, Jr." with a stylized flourish at the end.

P.M. Tamburrino, Jr
Deputy Assistant Secretary of Defense
Civilian Personnel Policy

cc: Director, Administration and Management (OSD)

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