

HQMC CIVILIAN LEADERSHIP DEVELOPMENT PROGRAM OVERVIEW



**Human Resources and
Organizational Management Branch**



Marine Corps Civilian Leadership Development Program (MCCLDP)

1. Civilian Leadership Development (CLD)
 - Build & enhance leadership competencies
2. Academic Degree Program (ADP)
 - **Tuition assistance** for an academic degree, license, or certification
3. Centrally Managed Civilian Leadership Courses (CMCLC)
 - Compete for leadership development program



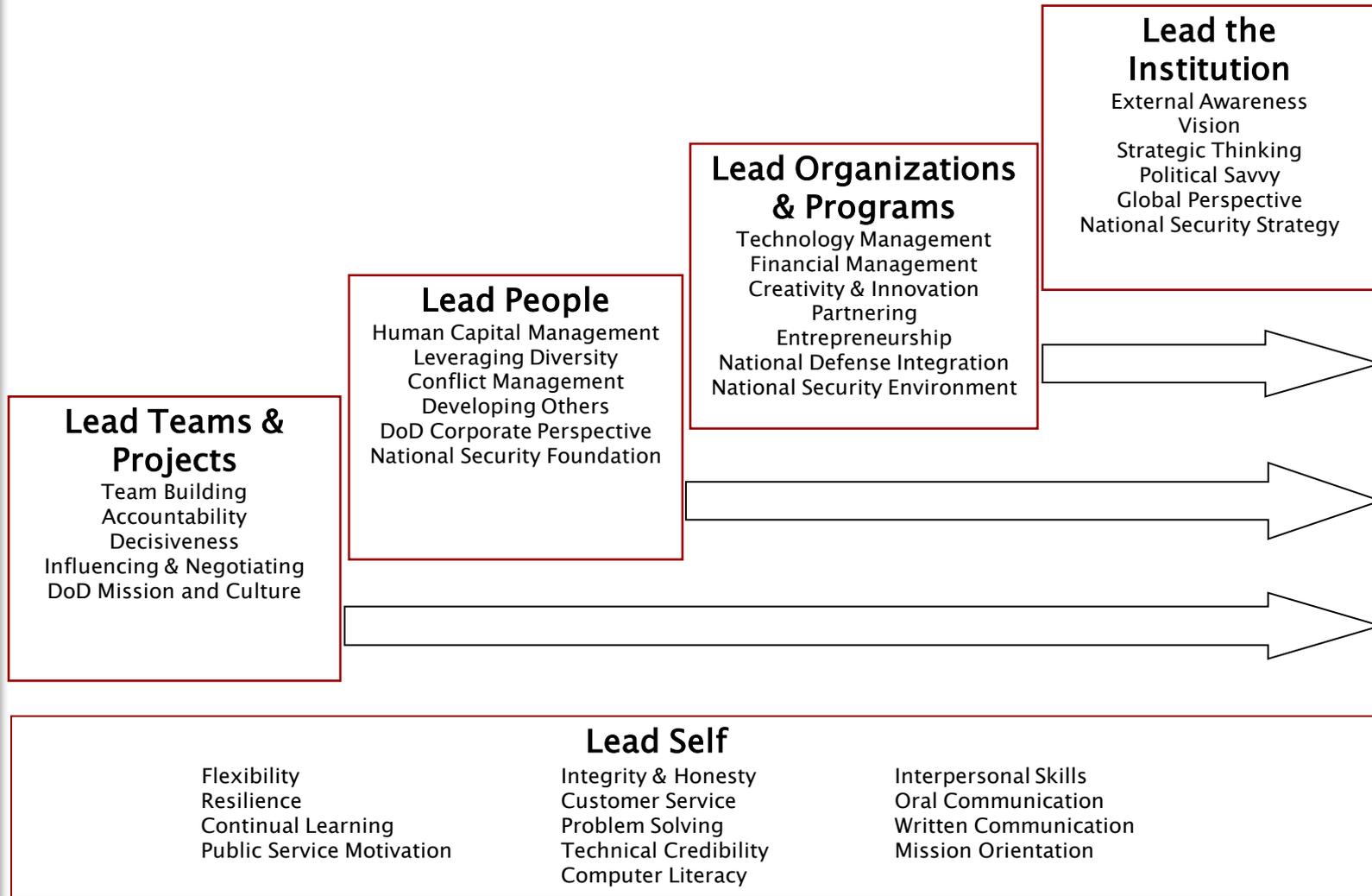
1 – Civilian Leadership Development (CLD)

- Goal: To improve leadership competencies and skills of all Civilian Marines at all levels below SES
- Key Players
 - Employee
 - Mentor
 - Supervisor
- Main elements
 - Leadership skills assessment
 - Individual Leadership Development Plan
 - Employee-driven
 - Mentoring relationship outside supervisory chain
 - Supervisor approval & support



DoD CLD Continuum

DoDI 1430.16 Growing Civilian Leaders



2 – Academic Degree Program (ADP)

- Tuition assistance program, not a full scholarship
 - Academic Degree
 - License
 - Certification
- Open to all civilians & pay systems (except NAF & SES)
- Curriculum must:
 - support organizational objectives
 - produce improvement in organizational or individual performance
- Requirements:
 - Agree to abide by all ADP procedures
 - Continued service agreement (3X length of course)



3 – Centrally Managed Civilian Leadership Courses (CMCLC)

- Applicants compete for USMC quotas to various leadership development programs
- Available at all levels, from GS-4 and up
- Open to all civilians in any pay system as long as they meet the GS grade equivalency requirement
- Programs vary re: time away from desk and on-the-job assignments; Dates vary from year to year
- CLDP Administrator distributes calls for nominations
- A panel at the LeJeune Leadership Institute (LLI), Marine Corps University (MCU), reviews applications and selects participants

Marine Corps University, Lejeune Leadership Institute

http://www.mcu.usmc.mil/lejeune_leadership/pages/CLDP.aspx



Centrally Managed Programs

CENTRALLY MANAGED PROGRAM	LENGTH OF PROGRAM	GRADE LEVEL (includes federal pay equivalents)	ANNOUNCED HQMC	DUE DATE
Executive Potential Program (EPP)	12 months (5 months away from desk)	GS 13 and above	NOV	JAN
Industrial College of the Armed Forces (ICAF)	10 months (full time)	GS 14 and above (non-acquisition personnel)	NOV	JAN
Aspiring Leader Program (ALP)	3 months (1 month away from desk)	GS 4-7	NOV/MAY	FEB/JUL
New Leader Program (NLP)	6 months (2 months away from desk)	GS 7-11	DEC/MAR	FEB/MAY
Executive Leadership Program (ELP)	9 months (3 months away from desk)	GS 11-13	MAY	JUL
LEGIS/Congressional Fellowship Program	12 months (full time)	GS 13 and above	JAN	MAR
Seminar XXI	2 weeks (full time)	GS 14 and above in Wash Metro Area	JAN	MAR
DoD Executive Leadership Development Program (ELDP)	10 months (5 to 12 days away from desk each month)	GS 12-14	JAN	APR
Federal Executive Institute (FEI)	4 weeks (full time)	GS 15 and above	MAR	MAY
Defense Senior Leader Development Program (DSLDP)	2 years (residential PME, 4 seminars, IDP activities)	GS 14-15	FEB	APR
National Security Managers Course	6 Weeks (full time)	GS 15	NOV	JAN



Civilian Workforce Development Application

- Employee
 - View competencies
 - Create functional/leadership competency profile, proficiency assessments/gap analysis
 - View positions by series/location
- Leadership
 - View/Modify competency templates
 - View/Analyze functional/leadership competency profiles, proficiency assessments/gap analysis
 - Workforce Structure Visibility



<https://cwda.manpower.usmc.mil>

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