

ABOUT THE NAVIGATION LEADERSHIP DEVELOPMENT PROGRAM:

Information Warfare Community (IWC) leadership is committed to investing in its employees in order to build its next generation of leaders. Thus, the organization created the **Navigation Leadership Development Program (NLDP)**. This first-of-its-kind program is an enterprise-wide initiative that seeks to develop high-performing IWC employees into competitive candidates for future IWC leadership roles. During the program, which requires a **three-year commitment**, you will navigate your individual career journey, realize your strengths, and position yourself for future leadership positions.

NAVIGATION PROGRAM COMPONENTS:

As a *Navigation* Program participant, you will:

Plot Your Course:

- Using the **CHARTBOOK** you will inventory, assess, and begin to plan your career's plan of intended movement (PIM)
- Complete **personal leadership skills assessments** to determine your strengths and your developmental opportunities
- Work with a **professional coach** to review your skills assessment results, **CHARTBOOK**, and to **develop professional goals and skills** during your time in the NLDP
- Review your goals with a **senior leader mentor** and leverage their guidance to progress towards accomplishing those goals
- Attend the **program's kick-off event** with senior leadership and your fellow Fleet members to receive an introduction to the *Navigation* Program components and start you on your personal development journey

Stay on Course:

- Meet with your **coach** and your **mentor several times** to ensure the goals you set for yourself are realized and you continue on your PIM you created using your **CHARTBOOK**
- Attend **quarterly leadership forums** and participate in customized workshops that will help you develop leadership competencies while you network with fellow participants
- Outline and begin to draft **executive core qualification and senior officer core qualification statements** using **CHARTBOOK** to demonstrate executive-level expertise needed for a successful appointment as a DISES or DISL

Explore Your Horizons:

- Complete a **12-24-month Joint Duty Assignment (JDA)** and a **90-180 day internal IWC rotational assignment** to gain important, meaningful experience for your professional development
 - *You may already be eligible for JDA credit, please reach out to the NLDP team to discuss.
- Engage in **Executive Shadowing** to observe IWC/IC leadership and their deputies as they interact in senior-level meetings to address Navy, DOD, and other critical IC matters
- Attend **leadership development field trips** to Norfolk, Gettysburg, and other locations within IWC, Department of Defense, and the Intelligence Community designed to supplement the curriculum and executive decision-making first-hand
- Supplement the program's components with additional **education, training, and/or fellowship opportunities**

Find Your Destination:

- Graduate from the program and be a **competitive candidate for future Information Warfare Community leadership roles** based on the tangible work experiences and developmental opportunities
- As a program participant, you will also have the opportunity to shape the *Navigation* Program for future “fleets” of participants.

WHO SHOULD APPLY:

To be considered for the *Navigation* Program, you must be a permanent GG or GS employee in grades GS/GG-13 through 15 **and** have:

- At least one year of service within the IWC
- A “Successful” or higher rating of record in the prior performance year (FY2020)
- Completed a DCIPS/GS trial period or probationary period
- **EXCEPTIONS WILL BE CONSIDERED ON A CASE-BY-CASE BASIS AND WILL REQUIRE A COMPELLING RECOMMENDATION FROM A GO/FO/SES IN THEIR CHAIN OF COMMAND.**

To apply, you must:

- Complete all data fields within this application (including the narratives)
- Attach a two-page (maximum!) resume for review
- Obtain written approval from your supervisor to participate in the “Explore Your Horizons” opportunities and include it in your application package
- Receive an endorsement from a **senior executive (SES, DISES or DISL) or military equivalent (GO/FO)** within your chain-of-command in **the form of an official letter**. The **letter of recommendation** should speak to your character, professional acumen, leadership potential, your ability to build coalitions, and your ability to work as a member of a team.

APPLICATION EVALUATION:

DC I Civilian Governance Board will approve DCI candidates that go forward. The selected DC I candidates will then be forwarded to the Naval Civilian Oversight Board (NCOB) who will approve all program fleet members.

APPLICATION SUBMISSION & DEADLINE:

Submit your application to HQMC_DCI_WORKFORCE@usmc.mil. Applications for the *Navigation* Program must be submitted by **23 October 2020** to IWD.

QUESTIONS?

For questions about the *Navigation* Program, please e-mail NAVINTEL-TALDEV.FCT@navy.mil or contact the Navigation Leadership Development Program Director, Mr. Bryan Key, at bryan.key@navy.mil.

About You	
Name:	PP/Series/Grade:
Title:	Supervisory (Y/N):
Activity/Command Name:	Activity/Command Location:
Office Phone:	E-mail Address:

Joint Duty Assignments/ Information Dominance Corp Rotations/ Shadowing Opportunities	
Have you completed a Joint Duty Assignment? <input type="checkbox"/> YES <input type="checkbox"/> NO	If yes, please provide the location of your most recent JDA and dates of completion:
Have you completed an IWC Rotational Assignment? <input type="checkbox"/> YES <input type="checkbox"/> NO	If yes, please provide the location of your most recent Rotational Assignment and dates of completion:
Have you ever shadowed a senior executive? <input type="checkbox"/> YES <input type="checkbox"/> NO	If yes, please provide the name of the senior executive you've shadowed and the date(s) of completion:

Applicant Response

Please use the following space to explain why you should be selected to the *Navigation* Program. Please also include a description of your approach to building coalitions and working as a member of a team. (Please limit your response to the space below.)

Applicant Response

How do you foster an environment where people who come from backgrounds, other than your own, believe that their ideas are valued? (Please limit your response to the space below.)

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Applicant Statement of Understanding and Signature

I understand that if accepted to the *Navigation* Program, there is a three-year commitment. I also understand that completion of this program requires full commitment to the components outlined in the program criteria.

Name:	Org:
Signature:	Date:

Supervisor Approval Statement

In the space provided below, please explain why you feel that the above applicant should be selected to the *Navigation* Program and describe the applicants' ability to build coalitions and work as a member of a team. (Please limit your response to the space below.)

Joint Duty Assignment Supervisor Approval

Please indicate below whether the applicant is approved to complete a (up to) 24-month JDA which will start within three years if the applicant is invited to participate in the *Navigation* Program (select one):

- YES, the above applicant may go on a JDA
 NO (If no, submit justification why you do not approve as part of your Supervisor Approval Statement)

Rotational Assignment Supervisor Approval

Please indicate below whether the applicant is approved to complete a rotational assignment over the next three years if the applicant is invited to participate in the *Navigation* Program (select one):

- YES, the above applicant may go on a Rotational Assignment
 NO (If no, submit justification why you do not approve as part of your Supervisor Approval Statement)

Shadowing Opportunity Supervisor Approval

Please indicate below whether the applicant is approved to complete a (up to) one- to two-week shadowing opportunity during their program participation if the applicant is accepted in the *Navigation* Program (select one):

- YES, the above applicant may complete a Shadowing Opportunity
 NO (If no, submit justification why you do not approve as part of your Supervisor Approval Statement)

Navigation Program Supervisor Approval

I certify that the above applicant meets the criteria for the *Navigation* Program and that they have my **full** support should they be selected for participation. By signing this I acknowledge that the applicant's appointed place of duty is at the Leadership Forums on the assigned days.

Name/Pay Grade:	Org:
Signature:	Date:

GO/FO/Senior Executive Endorsement

I fully endorse the above applicant participating in the *Navigation* Program and I have attached my letter of recommendation.

Name/Pay Grade:	Org:
Signature:	Date: