

DCI Civilian Leadership Courses

PROGRAM	DESCRIPTION	GRADE	Application	
			Date	Course Length
The Federal Executive Institute (FEI)	Provides a broader understanding of the Constitution, a better understanding of the policy framework in which executives must lead and the interplay among major stakeholders at national and global levels. https://cidcentral.usalearning.net/course/index.php?categoryid=62	15		1-Dec 30 month in residence course
Aspiring Leader Program (ALP)	Two month program designed to prepare employees for a foundational understanding of leadership competencies. The program theme is leadership foundations. Program objectives are to give high-potential individuals the confidence and training they need to set and meet personal and professional goals, expand their network and broaden their experience. https://www.graduateschool.edu/content/clm	4-7		1-Jun 2 months (1 week a month in DC)
New Leader Program (NLP)	Six month program designed to prepare employees for management and leadership positions. The program theme is Leading Self. The program objectives are to give motivated individuals the confidence and training they need to set and meet personal and professional goals, expand their network and broaden their experience. https://www.graduateschool.edu/content/clm	7-11		1-Feb, 1 Jul 6 months (3 one week sessions in DC)
Defense Civilian Emerging Leader Program (DCELP)	Recruits and develops the next generation of innovative leaders with the technical competence to meet the future needs of the Department. https://www.dcpas.osd.mil/CTD/Training	7-12		1-Jun 4 months (21 days of seminar spread out)
Leadership Assessment Program, Level 1 (LAP-1)	LAP-1 is designed for high performing emerging leaders, with less than one year of supervisory experience. Participants will conduct personal assessment inventories, perform a case study analysis with feedback and critiques, and gain valuable insights for developing an individual development plan for continued growth as a leader. https://leadership.opm.gov/programs.aspx?course=9	7-12		1 Sept 5 days
Lead Self	USMC Lejeune Leadership Institute: Engage your critical thinking to analyze personal strengths and weaknesses as related to one's behavior and ability to lead self through the development of a personal philosophy and vision of one's self leadership. https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Corps-Civilian-Leadership-Development-Program/Civilian-Leadership-Tiers/Tier-3/	7-12		1-Oct 3 days
Executive Leadership Program (ELP)	Nine month competency-based leadership development program that provides training and developmental experiences for mid-level employees. The program theme is Leading People. The program objectives are to help participants expand their knowledge, experience and increase their visibility through a myriad of competency-based developmental activities. https://www.graduateschool.edu/content/clm	11-13		1-Jul 4 one week seminars, interviews, shadowing assignments and assessments
Industry Based Broadening: Information Operations (IB2-IO)	In-class and experiential learning on fundamentals of commercial and public sector strategic communications, cultures, and technologies. Designed for high-performing civilians in information, information support, cyberspace operations, public affairs, and related areas. Widening of aperture of information operations providing tools and skills for direct application. https://www.idb.org/programs/strategic-studies/ib2-io/	12-14		1-May 3 weeks
Marine Corps Command and Staff College	The Command and Staff College is a ten-month program for majors, lieutenant commanders, and U.S. government civilian professionals that fulfills Joint Professional Military Education Phase I requirements. Students have the option of completing the requirements for a Master of Military Studies (MMS) degree. https://www.usmcu.edu/CSC/	12-14		1-Oct 10 Months
Navy Intelligence (NAVINTEL) Navigation Leadership Program	This 3-year program is designed to equip current and emerging leaders with a diversity of experience in leadership and managerial style, with a focus on identifying organization opportunities. Participants meet quarterly, participate in shadowing assignments, attend site visits, engage in a rotation outside their agency, and are required to complete Joint Duty Assignment (JDA).	13 -15		1 Sept 3 years (one meeting per quarter, shadowing assignment, rotation, Joint Duty Assignment)
Leadership Assessment Program, Level 2 (LAP-2)	LAP-2 s designed for leaders and managers with more than 2 years in a supervisory role. Participants will conduct personal assessment inventories, receive feedback from a 360-degree assessment tool, assess strengths/weaknesses as a leader, and gain personal insight from a confidential individual development planning session with an executive coach. https://leadership.opm.gov/programs.aspx?course=15	13-15		1 Sept 5 days
Lead Teams	USMC Lejeune Leadership Institute: Engage in a learning seminar using critical and creative thinking to examine and appreciate Team Leader strengths of character and competence to lead others to achieve organizational goals and create a working environment of trust and purpose. https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Corps-Civilian-Leadership-Development-Program/Civilian-Leadership-Tiers/Tier-3/	13-15		1-Oct 3 days
Executive Potential Program (EPP)	Twelve month competency-based leadership development program that provides training and developmental experiences for high potential executives. The program theme is Leading Change. The program objective is to equip leaders with the information, tools, and experience they need to serve at the highest levels. https://www.graduateschool.edu/content/clm	13-15		1 Jun, 1 Sep 4 one week seminars, interviews, 2 60 day shadowing assignments and team project
Leading Change	The foundational subjects in this course are based upon the concepts of leading change and using strategic thinking and planning in the process. The core curriculum in this course includes an understanding and discussion of how emotional intelligence enables the executive to act in an authentic way with all stakeholders. A significant element of this course teaches how to collaborate across boundaries within the Federal executive branch of government. Additionally, all participants will obtain a better understanding of the powers and role of the Presidency and the Congress. Participants will learn how to improve their innovation skills as a federal executive. https://leadership.opm.gov/programs.aspx?course=3	14, 15, SES		1-Feb 1 week
Executive Leadership Development Program (ELDP)	Provides participants extensive exposure to the roles and mission of DoD and appreciation of what war fighters refer to as being "at the tip of the spear." https://www.dcpas.osd.mil/CTD/Training	14-15		1-Feb 5-6 months (5 day seminars each month)
Defense Senior Leader Development Program (DSLDP)	Competency-based approach to the deliberate development of senior civilian leaders with the enterprise-wide perspective needed to lead organizations and programs. https://www.dcpas.osd.mil/CTD/Training	14-15		1-Jul 28 months (1 year of Senior service college, 3- 10 day seminars and 3 month assignmet)

Massachusetts Institute of Technology (MIT) Seminar XXI	An educational program for current and future leaders in the U.S. national security and foreign policy communities. It is designed for working professionals, the program meets approximately once a month from September through May for a total of five evening sessions in Washington, DC, and three weekend sessions in Warrenton, Virginia.	14-15	1-Feb	8 months (meets once a month for weekend session)
Excellence in Government Fellows Program (EIG)	The EIG program is a year-long premier leadership development course led by world-class executive coaches from the public, private and nonprofit sectors. Fellows discuss leadership topics and the challenges they face in their agencies and are given strategies for addressing them. https://ourpublicservice.org/programs/excellence-in-government-fellows-program/	14-15	1-Jun	1 year (5 day monthly session either virtual or in DC)
MIT Sloan Executive Certificate in Management and Leadership	The MIT Executive Certificate in Management and Leadership is designed to equip senior leaders (GS-14 and up) with management and leadership skills. The curriculum focuses on core business competencies including marketing, finance, negotiations, change management, and systems thinking. The certificate is made up of a series of courses which can be completed in as little as two weeks; however, students have up to 4 years to complete the program. Some online classes are available, but at least one in-person class is required. https://executive.mit.edu/executive-certificate/management-leadership	14-15	1 Sept	2 weeks -4 yrs
Dwight D. Eisenhower School (DDE)	Prepares military and civilians for strategic leadership and success in developing our national security strategy. https://es.ndu.edu	14-15	1-Feb	1 Year
Bridging the Gap Leadership Development Program (BTG)	Focuses on connecting the senior workforce with the competencies, knowledge and skills that lead to becoming a member of the Executive Corps (SES, SL, ST etc.). https://portal.secnav.navy.mil/orgs/MRA/DONHR/EMPOI/Pages/Bridging-The-Gap.aspx	14-15	1-Dec	1 Year, series of seminars, lunches, and workshops
White House Leadership Development Program (WHLDP)	Program aims to strengthen enterprise leadership across the government to address those challenges facing civil service.	15	1-Feb	1 year placement
Vanguard Senior Executive Development Program (Vanguard)	Vanguard is the DoD's enterprise executive development program designed to equip Senior Executive Service (SES) members with tools to expand collaboration among Components, Federal agency partners and mutual stakeholders for successful mission accomplishment. This six-day/five-night residential program focuses on enhancing the ability of SES members to serve as enterprise leaders in a joint and interagency environment. https://www.dcpas.osd.mil/CTD/Training	SES	1-Feb	one week, two cohorts