



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

JAN 13 2016

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, OFFICE  
OF THE DEPUTY CHIEF MANAGEMENT OFFICER

SUBJECT: Combined Call for Nominations for the Department of Defense Leadership Development Programs

This memorandum announces the call for nominations for the next cycle of the Department of Defense Leadership Development Programs: Defense Senior Leader Development Program (DSLDP); Executive Leadership Development Program (ELDP); and the Defense Civilian Emerging Leader Program (DCELP).

Developing future leaders at all levels, and retaining a generation of diverse leadership, is the cornerstone of the Department's talent management strategy. We are postured to accommodate the evolving fiscal environment, even as we undertake the essential step of gathering high performing, high potential candidates for these elite and competitive programs. A brief description of each program follows:

- DSLDP – The DSLDP mission is to provide structured learning opportunities that enable the deliberate development of a diverse cadre of senior civilian leaders with the Enterprise-wide perspective and competencies needed to lead organizations, programs, and people in order to achieve results in the Joint, interagency, and multi-national environments. This program is designed for civilian leaders with the potential and aspiration to serve at the Senior Executive Service level. GS-14/GS-15 and equivalent civilians with at least one year of recent supervisory experience are eligible to apply. DSLDP tuition is funded centrally by the Defense Civilian Personal Advisory Service (DCPAS), and the travel requirements for DSLDP participants are funded by the Component organizations. The application deadline to the Leadership, Learning, and Development Division for DSLDP Cohort 2017 is September 1, 2016. Components may establish earlier deadlines in order to review applications and finalize funding arrangements.
- ELDP – The ELDP mission is to develop leaders who have an understanding and appreciation of the global missions of the DoD, the complexities and challenges that our warfighters face in carrying out that mission, and to afford, through hands-on immersion training, opportunities for experiential learning that enhance the capabilities required to support and lead a military and civilian expeditionary workforce. GS-12 through

14/equivalent civilians, active duty military O-3 and O-4 officers, and Interagency partners are eligible to apply. ELDP tuition and travel requirements for participants are funded by the Component organizations. The application and funding deadline to the Leadership, Learning, and Development Division for ELDP Class of 2017 is April 15, 2016. Components may establish earlier deadlines, in order to review applications and finalize funding arrangements. Please note that this date is significantly earlier than prior years.

- DCELP – The DCELP mission is to recruit and develop the next generation of innovative leaders who possess the technical and leadership competence to meet the future leadership imperatives of the Department. GS-7 through 12/equivalent civilians from the Human Resources, Financial Management, and Acquisition communities are eligible to apply. DCELP tuition is funded centrally by DCPAS, and the travel requirements for DCELP participants are funded by the Component organizations. The application deadline to the Leadership, Learning, and Development Division for DCELP Class of 2017 is September 1, 2016. The Functional Community managers for Acquisition, Financial Management, and Human Resources may each establish earlier deadlines in order to review applications. Please note that the eligibility requirements have expanded this year to include GS-12/equivalent civilians.

Component quotas for each program are attached. Program requirements, application forms, and submission deadline information are in the Programs section of:  
<https://dodhrinfo.cpms.osd.mil/Pages/Leaders.aspx>.

Please widely disseminate this program announcement. We look forward to providing your employees the opportunity to participate in these premier, award-winning, and highly regarded development programs. If you have any questions, please contact Mr. Timothy Fennell, Chief, Leader Development Programs, at (571) 372-2072, or [timothy.j.fennell.civ@mail.mil](mailto:timothy.j.fennell.civ@mail.mil).



Paige Hinkle-Bowles  
Deputy Assistant Secretary  
Civilian Personnel Policy

Attachments:  
As stated

cc:  
Director, Human Capital Initiatives, Office of the Under Secretary for Acquisition, Technology, and Logistics  
Director, Human Capital & Resource Management, Office of the Under Secretary of Defense (Comptroller)  
Director, Joint Individual & Staff Training, National Guard Bureau, J371  
Assistant Secretary, Bureau of Political-Military Affairs, Department of State

## DEPARTMENT OF DEFENSE LEADERSHIP DEVELOPMENT PROGRAMS

### Defense Senior Leader Development Program (DSLDP) Quota Allocation

<u>Component</u>	<u>Total</u>
Department of the Army	13
Department of the Navy	13
Department of the Air Force	9
Defense Agencies (WHS)	10
Intelligence Agencies (DIA, NSA, NGA)	5
Total	<b>50</b>

Note: A DoD executive-level selection board will review applications and conduct interviews with nominees. Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment. Up to 30 individuals will be selected to the DSLDP Cohort.



## DEPARTMENT OF DEFENSE LEADERSHIP DEVELOPMENT PROGRAMS

### Executive Leadership Development Program (ELDP) Quota Allocations

<u>Component</u>	<u>Total</u>	<u>Notes</u>
Department of the Army	10	Total quota includes 1 military and 1 each for USCENTCOM, USEUCOM, and USSOUTHCOM
Department of the Navy	11	Total quota includes 1 military and 1 for USPACOM
Department of the Air Force	12	Total quota includes 2 military and 1 each for USTRANSCOM, USSTRATCOM, and USNORTHCOM
Coast Guard	2	Total quota includes 1 military
OSD, Defense Agencies and Field Activities	20	Nominations are submitted through WHS
Intelligence Agencies (DIA, NSA, NGA)	5	Intel quota nominations are submitted through USD(I)
National Guard	2	Total quota includes 1 military
U.S. Federal Interagency	2	N/A
Total	<b>64</b>	

## DEPARTMENT OF DEFENSE LEADERSHIP DEVELOPMENT PROGRAMS

### Defense Civilian Emerging Leader Development Program (DCELP) Quota Allocations

Component	Acquisition	Financial Management (Assigned to Acquisition Billets)	Financial Management	Human Resources	Total	Alternates
Department of the Army	17	3	7	5	32	4
Department of the Navy	17	3	7	4	31	4
Department of the Air Force	17	3	7	4	31	4
Defense Agencies (WHS)	10	3	7	5	25	5
Intelligence Agencies	9	3	2	3	17	4
DCAA		8			8	
Total	70	23	30	21	144	21

Note: Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment.

Note: Quotas shown represent the number of primary nominations each Component may submit for consideration. Determination of the final number of approved participants in these programs and the final selection of candidates will be made by the respective Office of the Secretary of Defense Functional Community Managers (OFCM). Components will be notified accordingly.

## **APPLICATION DEADLINES FOR THE DEPARTMENT OF DEFENSE ENTERPRISE LEADERSHIP DEVELOPMENT PROGRAMS**

The application deadlines for each of the Department of Defense enterprise leadership development programs are as follows:

- **Defense Senior Leader Development Program (DSLDP):** Applications for the DSLDP Class of 2017 nominees are due to the Program Management Staff by close of business on September 1, 2016.
- **Executive Leadership Development Program (ELDP):** Applications and Military Interdepartmental Purchase Requests (MIPRs) for funding the ELDP Class of 2017 nominees are due to the Program Management Staff by close of business on April 15, 2016.
- **Defense Civilian Emerging Leader Program (DCELP):** Applications for the DCELP Class of 2017 nominees are due to the Program Management Staff by close of business on September 1, 2016.

**NOTE: The deadlines listed above do not include any additional deadlines established by the Components (and, for DCELP, by the Office of the Secretary of Defense Functional Community Managers) in order to allow time to process all applications, and submit them to each Program Management Staff by the cited deadlines.**