



## Leadership and Career Development Programs for NNSA Employees

Current NNSA employees can compete for an opportunity to participate in the learning and leadership development programs listed below. If selected into a program, NNSA will fund the participant's tuition, travel, and per diem related expenses.

| Program Name (in alpha order)   | Targeted Audience   | DESCRIPTION   |
|---|---|---|
| <a href="#">Air War College (AWC) (administered by the Department of the Air Force, Air University)</a>   | GS-14 or GS-15 (or equivalent Pay Band levels)  | The mission of the Air War College is to prepare students to lead in a joint environment at the strategic level across the range of military operations; to develop cross-domain mastery of joint air, space and cyberspace power and its strategic contributions to national security; and to advance innovative thought on national security, Department of Defense, and Air Force issues.  |
| <a href="#">Annenberg Leadership Seminar: Driving Innovation (administered by the Partnership for Public Service)</a>   | GS-12 to GS-14 (or equivalent Pay Band levels)  | With a focus on the practical application of classroom lessons, the two-day Annenberg Leadership Seminars develop participants' leadership skills and help Federal agencies build the long-term, in-house capacity to innovate and solve management problems. To deliver the solutions that the times demand, Federal employees must be innovators whose creativity stands up to the complexity of our 21st century challenges. Driving Innovation will introduce you to a set of techniques leaders use to find breakthrough solutions and to initiate change by: <ul style="list-style-type: none"> <li>Identifying and understanding root causes;</li> <li>brainstorming potential solutions;</li> <li>testing ideas on a small scale to earn support; and</li> <li>scaling and spreading proven ideas.</li> </ul> |
| <a href="#">Annenberg Leadership Seminar: Leading from Your Level (administered by the Partnership for Public Service)</a>  | GS-9 to GS-12 (or equivalent Pay Band levels)   | With a focus on the practical application of classroom lessons, the two-day Annenberg Leadership Seminars develop participants' leadership skills and help Federal agencies build the long-term, in-house capacity to innovate and solve management problems. Are you struggling with the best approach to providing feedback to a poor performing employee? Are you searching for ways to motivate and develop your best employees? This seminar will prepare you to build effective relationships with your employees and team—both to maximize their potential and to achieve your agency's goals by: <ul style="list-style-type: none"> <li>Building effective relationships;</li> <li>delegating;</li> <li>motivating &amp; developing employees; and</li> <li>delivering performance feedback.</li> </ul>       |
| <a href="#">Annenberg Leadership Seminar: Motivating and Leading People (administered by the Partnership for Public Service)</a>  | First- and second-line supervisors  | The most successful organizations have highly-engaged employees. Creating an engaged workforce requires a systematic approach to managing talent that begins on day one. Through a self-assessment and action-oriented lessons, participants learn practical approaches to: <ul style="list-style-type: none"> <li>Creating a vision for their team and setting goals;</li> <li>delegating;</li> <li>motivating and developing employees; and</li> <li>delivering performance feedback.</li> </ul>  |
| <a href="#">Aspiring Leader Program (administered by the Graduate School)</a>   | GS-5 to GS-7 (or equivalent Pay Band levels)  | The Aspiring Leader Program is structured around three five-day seminars. Participants are assigned to a leadership development team during the first seminar. Through strengthening basic competencies and managerial skills, this program prepares Federal employees for positions as team leaders, supervisors, and managers. For more information, see the Graduate School website.   |
| <a href="#">Chief Financial Officers (CFO) Fellows Program (administered by DOE's Office of the Chief Financial Officer)</a>  | GS-14 or GS-15 (or equivalent Pay Band levels)  | If you are looking to broaden your financial experience, strengthen your management skills, connect with decision makers, and increase your visibility in the Federal financial community, this program is for you. This is the only development program focused specifically on our future leaders in the financial community in the Department of Energy. This is a great way to network and develop your leadership skills, technical skills, and financial expertise.   |
| <a href="#">Commerce Science and Technology Fellowship (ComSci) (administered by the National Institute of Standards &amp; Technology (NIST) of the Department of Commerce)</a> | GS-13 and above (or equivalent Pay Band levels)   | ComSci is a ten-month policy study and leadership program. You may participate full-time for 10 months which involves a work assignment or part-time for 10 months without an assignment. Tuition is the same for both. The competitively-selected Fellows have the opportunity to discuss topics from Avian Flu to zero-based budgeting with well-known leaders and experts drawn from the public and private sectors. Through weekly seminars, site visits, and a policy study trip, Fellows delve deeply into the "how's, why's, and where's" behind decision-making, increasing their knowledge and understanding of science and technology policy-making and management. For more information, see the NIST website.   |
| <a href="#">Excellence in Government Fellows Program (administered by Partnership for Public Service)</a>   | GS-14 or GS-15 (or equivalent Pay Band levels)  | This program brings world class public, private, and non-profit sector leaders together to help Fellows learn to apply leading management principles to their jobs. Fellows reinforce lessons taught in the classroom by working with agency executives to tackle complex issues confronting our country.   |
| <a href="#">Executive Leadership Program (administered by the Graduate School)</a>  | GS-11 to GS-13 (or equivalent Pay Band levels)  | The core curriculum of the Executive Leadership Program is delivered during four residential seminars. The program helps participants to develop the leadership skills and competencies needed to assume positions as team leaders, supervisors, or managers.   |
| <a href="#">Executive Potential Program (EPP) (administered by the Graduate School)</a>   | GS-13 to GS-15 (or equivalent Pay Band levels)  | The EPP is a competency-based leadership program designed to develop senior-level public service employees into more effective leaders. The program is based on the Office of Personnel Management's Executive Core Qualifications (ECQs) and the Graduate School's Leadership Effectiveness Inventory (LEI).   |
| <a href="#">Federal Executive Institute - Leadership for a Democratic Society (administered by the Office of Personnel Management)</a>  | GS-15 or GM-15; members of the Senior Executive Service (or equivalent Pay Band levels) | This program brings together managers and executives from Federal agencies for a unique residential learning experience. The objective is to help agencies develop their career executive corps, linking individual development to improved agency performance. With an overarching emphasis on our government's constitutional framework, themes dealt with in the program are personal leadership, organizational transformation, policy, and global perspectives.  |
| <a href="#">Finance Leadership Academy (administered by the Corporate Executive Board)</a>  | Senior level financial professionals  | The Finance Leadership Program focuses on developing financial professionals by building the skills necessary to increase strategic business partnership and develop the next-generation of financial leaders. The academy's year-long program focuses on various skills and teaches the student how to apply these skills in a financial environment that leads to a high return on investment for the organization.   |



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| <a href="#">Leadership Competencies (administered by the OPM)</a>   | GS-14 or GS-15 (or equivalent Pay Band levels)  | The Leadership Competencies seminar (formerly "Developing & Communicating your Leadership Competencies") targets senior managers who need to take stock of their strengths and broaden their range of competencies. The seminar covers the challenge, context, action, and results model that provides the framework for enhancing your executive skills.  |
| <a href="#">LEGIS Fellows Program (administered by the Brookings Institution)</a>   | GS-13 and above (or equivalent Pay Band levels)   | The LEGIS Fellows Program is offered through the Brookings Center for Executive Education, and provides Federal executives with unparalleled, hands-on experience working on the staff of a Member, committee, or support agency of the U. S. Congress. This exceptional learning and development experience is for Federal and agency managers who would benefit from a comprehensive understanding of the legislative process. For more information, see the Brookings website.  |
| <a href="#">Mid-Level Leadership Development Program (MLDP) (NNSA Developed)</a>  | GS-12 to GS-14 (or equivalent Pay Band levels)  | The Mid-Level Leadership Development Program (MLDP) is a succession planning tool to ensure that the NNSA has a pool of diverse and qualified employees ready to assume leadership roles. The MLDP is a competency-based leadership development program designed to provide the participants with formal training, experiential learning experiences, and encourages self-study for non-supervisory, mid-level NNSA employees.   |
| <a href="#">Mike Mansfield Fellowship Program (administered by the Maureen &amp; Mike Mansfield Foundation)</a>   | Preference will be given to applicants with at least 3 years of government service      | The Mike Mansfield Fellowship Program is a first-of-its-kind program for both the United States and Japan. The two-year fellowships enable Federal government employees to develop an in-depth understanding of Japan, learn how its government works, and establish relationships with their counterparts in the Japanese government as well as in the business, professional, and academic communities. For more information, see the Mansfield Fellows website.   |
| <a href="#">National Security Studies Program- Industrial College of Armed Forces (ICAF) &amp; National War College (NWC) (administered by the National Defense University)</a> | GS-14 or GS-15 (or equivalent Pay Band levels)  | ICAF – conducts executive-level course of study dealing with the resource component of national power, with special emphasis on material acquisition and joint logistics, and their integration into national security strategy.<br>NWC – focuses on national security, international security, strategic planning, and defense policy and strategy.   |
| <a href="#">Naval War College (NWC) (administered by the Department of the Navy)</a>  | GS-14 or GS-15 (or equivalent Pay Band levels)  | Those selected to participate represent their agency on a wide-range of strategic and operational discussions that look critically at how nations pursue their security needs. Candidates must be senior professionals who have a baccalauerate degree and have completed approximately fifteen years of government service. They must also have strong communications and interpersonal skills, a secret security clearance, and a willingness to engage colleagues in critical debate in a global classroom are required.  |
| <a href="#">NATO School (maintained by the NATO's Allied Command Transformation)</a>  | GS-14 or GS-15 (or equivalent Pay Band levels)  | The School has a rich history dating back to 1935. During a Transfer of Authority Ceremony in June 2003, the Supreme Allied Commander Transformation (SACT) took over the responsibilities of the School and the School got her present name as "NATO School". The School has grown from two courses in 1953 to 90 different courses in 2009, covering subjects ranging from basic NATO orientation, multinational forces, weapons employment, and electronic warfare to peacekeeping missions. The courses are continually revised and updated to reflect current developments in Allied Command Transformation and in NATO as a whole.   |
| <a href="#">New Leader Program (NLP) (administered by the Graduate School)</a>  | GS-7 to GS-11 (or equivalent Pay Band levels)   | The NLP is a leadership development program designed to develop future public service leaders by providing assessment, experiential learning, and individual development opportunities. The program develops future public service leaders by providing a solid training and development foundation of leadership skills and team building, which are enhanced by agency developmental experiences.  |
| <a href="#">Sandia National Laboratories Weapon Intern Program (WIP)</a>  | GS-12 to GS-14 (or equivalent Pay Band levels) (non-supervisory levels)                 | Sandia's responsibility associated with its nuclear weapons mission continues to require the transfer of decades of nuclear weapon-related knowledge and experience to new generations of nuclear weaponeers. In order to satisfy this requirement, the primary objective of WIP is to significantly accelerate the process of providing this understanding to individuals that are new to the nuclear weapons area. This transfer of knowledge and experience is delivered through a blended learning environment consisting of live and multimedia-based classroom instruction and briefings; individual and team research projects; hands-on activities; and, site visits to various Nuclear Weapons Complex and Department of Defense facilities and operations. |
| <a href="#">Senior Executive Service Development Seminars (administered by the Graduate School)</a>   | GS-14 or GS-15; members of the Senior Executive Service (or equivalent Pay Band levels) | This program consists of four SES seminars designed to help position participants for selection into the SES. Each seminar reflects different key components of OPM's Executive Core Qualifications (ECQs): <ul style="list-style-type: none"> <li>▪ Executive Survival Skills (3 days)</li> <li>▪ Leading People (3 days)</li> <li>▪ Managing for Results (3 days)</li> <li>▪ Washington Executive Seminar (2 weeks)</li> </ul> For more information, see the Graduate School website.  |
| <a href="#">Senior Executive Service Career Development Program (administered by DOE)</a>   | GS-14 or GS-15 (or equivalent Pay Band levels) and 1 year of leadership experience      | During the program, the candidate is provided with opportunities to build competencies in the OPM Executive Core Qualifications. Successful completion of the program qualifies participants to be certified by OPM as members of the SES and eligibility for appointment to the SES without competition. For more information, see the DOE website.   |
| <a href="#">Senior Executive Fellows Program (administered by the Kennedy School of Government at Harvard University)</a>   | GS-14 or GS-15 (or equivalent Pay Band levels)  | This program is designed to help senior executives develop integrated skills for strategy and leadership. It provides participants with effective tools needed to adopt a strategic leadership role that will enable them to look at issues from new perspectives and generate a wider range of possible solutions.  |