



Department of the Navy Executive Management Program Office Bridging the Gap Leadership Development Program

Department of Navy (DON) senior executives recognize that investing in the current civilian workforce and properly developing them for future leadership positions is critical to sustaining and advancing the Department's mission. The Executive Management Program Office (EMPO) sponsors Bridging the Gap as a proactive approach to this goal. This 12-month program focuses on connecting the GS-14 & GS-15 (and equivalent) workforce with the competencies, knowledge and skills that lead to becoming a member of the Executive Corps (SES, DISES, DISL, SL, ST). Bridging the Gap is just one avenue for the deliberate development of senior civilian leaders, recognizing the need to develop future executive talent. 2019-2020 cohort information will be available at the following link:

<https://portal.secnav.navy.mil/orgs/MRA/DONHR/EMPO/Pages/BridgingTheGap.aspx>

COURSE DESCRIPTION

The Bridging the Gap Leadership Development Program is a robust one-year program centered on OPM Executive Core Qualifications (ECQs). This program is designed to assess participant leadership/management competencies through gap analysis, equip them with leadership development skills and provide a conduit to prepare for future senior leadership opportunities.

PROGRAM COMPONENTS

- **Three In-Person Cohort Sessions - Washington D.C.**
- **Twelve Monthly Brown Bags - Washington D.C.**
- **Forty-hours of Senior Executive Shadowing**
- **Online Rater- Based and Self-Assessments - Korn Ferry International**
- **Leadership Training - UNC, Kenan-Flagler Business School**
- **ECQ Writing Workshops- The Resume Place**
- **Professional Coaching - CHCI**
- **Active Learning Projects - Korn Ferry International**

OPM EXECUTIVE CORE COMPETENCIES

- **Leading Change:** Creativity and Innovation; External Awareness; Flexibility; Resilience; Strategic Thinking
- **Leading People:** Conflict Management; Leveraging Diversity; Developing Others; Team Building
- **Results Driven:** Accountability; Customer Service; Decisiveness; Entrepreneurship; Problem Solving; Technical Credibility
- **Business Acumen:** Financial Management; Human Capital Management; Technology Management
- **Building Coalitions:** Partnering; Political Savvy; Influencing/Negotiating