

The Defense Civilian Emerging Leader Program (DCELP) provides training to the next generation of the Department of Defense (DoD) leaders. DCELP fills a critical need by enabling the DoD to focus on leader development at the entry level and for emerging leaders for the civilian workforce. Leadership development at this level establishes a baseline for further growth and development for the participant as leadership responsibilities increase. DCELP builds on the competencies generally required for the Lead Self and Lead Teams/Projects level of the DoD Civilian Leader Continuum and supports the DoD Civilian Leader Development Framework. The following represents a sample of competencies that will be addressed:

- Mission orientation
- DoD mission and culture (An on-line interactive course of instruction)\*
- Decisiveness
- Interpersonal skills
- Written and oral communication
- Problem solving
- Conflict management
- Accountability
- Influencing/negotiating
- Leveraging diversity
- Team building
- Continual learning

\* The DCELP cohort program consists of an on-line course of instruction on the mission and culture of the DoD and four in-residence courses provided by the Department's selected vendor for delivery.

In DCELP, the word "cohort" refers to an integrated community of learners who take a prescribed sequence of courses in unison and work together in a collegial environment. The DCELP cohort experience develops a supportive environment that enhances participants' self-awareness, substantive knowledge, and skills; promotes continuous learning, reflection, and personal change; and encourages participants networking and team building.

The Programs' selected vendor is responsible for the development and delivery of several leadership seminars to meet the competencies as identified on the DoD Civilian Leader Development Continuum at the Lead Self and Lead Teams/Projects level. Pre-course work is required (readings and exercises) prior to attending each in-residence seminar.

A formal writing assignment will be completed by each participant in order to receive the DCELP Certificate of Completion. Topics will be on issues affecting the Department, your command or your organization. Topics are selected by the participants and approved and reviewed by their supervisors. Papers are reviewed for completeness by the DCELP staff. All papers are kept on file for 5 years.

Each member of DCELP is required to have a mentor. You will receive more information on this issue during our DCELP Orientation.

Throughout the course the participants will have the opportunity to assess their potential for future leadership responsibilities and positions within DoD. Participants should anticipate spending

approximately 21 days in resident courses throughout the program. These days of instruction are spread over a 4-month period of time with each course of instruction lasting 3.5 - 4 days each.

Each course of instruction begins on a Monday and ends at noon on Friday. Travel days are on the Sunday prior to the Monday start and on Friday afternoons after the seminar has ended. As travel days will be on a Sunday, you can file for travel compensation as required and therefore be compensated for weekend travel.

The tuition and course materials for this program are paid by DCPAS. Travel and per diem will be paid by each participant's component/agency unless otherwise indicated. The in-residence courses are conducted at the DoD Executive Management Training Center (EMTC), Southbridge, Massachusetts. There is no cost for lodging at the EMTC.

Over the course of the program, some of the strongest and most cherished professional relationships are forged between our participants. Teamwork in class, shared meals and general responsibilities all reinforce lasting relationships with colleagues destined for leadership roles in the DoD.