

In accordance with the 2010 National Defense Authorization Act (NDAA), Section 1112, Public Law 184, the Secretary of Defense shall establish a program of leadership development for civilian employees of the Department of Defense (DoD). The Defense Civilian Emerging Leader Program (DCELP) is the result of that legislation. The objective of this program is to develop a new generation of leaders for the Department and the federal enterprise.

DCELP is intended for entry-level and emerging leaders in the grades of GS-7 to GS-12. Per schedule changes related to the global pandemic, the program is open to all occupational series and interagency partners during the first half of the training year (typically January to April) and the Acquisition, Financial Management and Human Resources career fields during the second half of the training year (typically June to September).

DCELP institutes a competency-based approach for the deliberate development of individuals selected to the program with emphasis on Leading Self, Leading Teams and Projects, and Leading People as depicted on the DoD Civilian Leader Development Continuum.

In DCELP, learning opportunities include:

- Seminars designed to meet the program’s five Terminal Learning Objectives: Know Self, Express Self, Build Teams, Lead People, and Understand the DoD. With the exception of Understand the DoD (which is addressed through a web-based resource), all seminars are conducted by our contract vendor.
- Reflection exercises, leadership assessments, mentoring, peer coaching, individual coaching (optional), team and individual presentations, networking opportunities, “real world” applications of lessons learned through experiential activities, and a final Capstone project.
- Graduation requirements including the completion of a 5-minute oral presentation and development of a personalized Leadership Roadmap and Action Plan.
- Several opportunities to demonstrate and expand leadership skills throughout the program.

