



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. The program is currently open to the Acquisition, Financial Management and Human Resources career fields during the first half of the training year (typically March through June) and all career fields during the second half of the training year (typically June through 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, leadership is developed both inside and outside of the classroom. Knowledge is pursued in a classroom environment during four (4) week-long seminars over a four-month period at the DoD Executive Management Training Center located in Southbridge, Massachusetts. The program combines experiential activities, community-based learning, guest speakers, group projects, mentoring, leadership coaching and simulations.

The DCELP cohort 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.