

## OVERVIEW

The Secretary of Defense directed the development of ELDP in 1985 to provide deliberate experiential leadership development opportunities for our future leaders. The mission of the program is to develop leaders who have an understanding and appreciation of the global missions of the Department of Defense, the complexities and challenges that our warfighters face in carrying out that mission, and to afford, through hands-on immersion training, opportunities for experiential learning that enhance the capabilities required to support and lead a military and civilian expeditionary workforce.

ELDP supports the Department of Defense (DoD) civilian leader development continuum at the “Lead People” level. The program equips participants with the warfighter perspective, insights, and competencies required to lead DoD in the future. ELDP combines hands-on/experiential military training to foster a deeper understanding and appreciation of the mission of the warfighter and the national security environment. The Program also provides exposure to senior military officers and civilian executives, introduces new concepts along the development continuum, and offers virtual sessions for continued learning and practical application for an unparalleled and challenging leadership training & professional development experience.



Some of the physical activities that participants may engage in are as follows:

- Running obstacle courses
- Rappelling
- Land Navigation
- Field Hike, 3-5 Miles
- Leadership Reaction Course
- Basic Underwater Demolition SEAL (BUDS training)
- Daily Physical Fitness Training
- Bayonet Assault Course

### PROGRAM FACTS:

#### **ELDP Learning Objectives**

- Know and Lead Self;
- Express Self and Understand Others;
- Build and Lead Teams;
- Lead Organizations/Programs; and,
- Understand the Department of Defense in Support of the Warfighter.

#### **Duration**

The program is 10-months long and includes approximately 65 training days over the length of the program with participants returning to home stations in between temporary duty (TDY) events.

#### **Eligibility**

- Open to GS 12-14 employees, active duty O-3 and O-4 military members, and Interagency Organizations (**subject to change**).
- Component quotas apply.

#### **Foreign Travel**

Access the Electronic Foreign Clearance Guide (FCG), <https://www.fcg.pentagon.mil/fcg.cfm> for entry requirements for country we'll visit (see proposed training schedule). Read all FCG sections, I-VII carefully. Pay particular attention to the following Sections: Identification Credentials for Official Travel, Immunizations and Other Medical Requirements, and Mandatory Pre-Travel Training and Documentation.

The Electronic FCG also lists "Mandatory Pre-Travel Training and Documentation" that requires completion before entry. After completing the mandatory training (no earlier than 30-days before we're scheduled to travel overseas) e-mail all training certificates to [dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil). The ELDP Program Manager will initiate a single/group country "Aircraft and Personnel Automated Clearance System (APACS)" for all participants; please don't take action on clearance guide item III.E unless directed by program leadership.

#### **Informed Consent and Release of Liability**

In consideration of being allowed to use facilities and equipment while participating in activities, programs, and training exercises (conducted by the Executive Leadership Development Program, the

Department of Defense, and the United States Government) host agents may require participants to sign a waiver. This tool will release, and forever discharge, the officers, agents, employees, representatives, executors, and all others involved from any and all responsibilities or liability for injuries or damages resulting from voluntary participation in any activity, use of equipment or machinery in any way associated with ELDP, and/or arising out of participation in any activities.

### PROGRAM COSTS:

**Approximately \$8,000 tuition for all participants (subject to change).**

Travel and per diem to temporary duties at various military installations around the world (see program schedule) will cost roughly \$30K. Participants can expect some out of pocket expenses to personally procure uniform items, professional reading materials, etc.

### IDEAL CANDIDATE:

Each component will establish procedures to consider applicant qualifications and potential for higher level leadership positions in the Department of Defense.

Generally, the ideal ELDP candidate:

- Is flexible, adaptable, and willing to be a member of a cohesive team.
- Has an outstanding performance record and has progressed through positions of increasing responsibility at a faster pace than his/her peers.
- Has experience that demonstrates strong potential for higher level leadership positions, which includes the competence, confidence, and motivation to be a bold and innovative leader in the public sector. This could include showing initiative, professional excellence, community involvement, commitment to public service, and integrity.
- Sees value in life-long learning.
- Has succeeded in rigorous programs of formal training and self-development, and assumes responsibility for this learning.
- Has successfully completed component-sponsored leadership programs and other developmental activities toward attaining career goals.
- Is highly motivated to succeed and is willing to challenge himself/herself to do so.
- Is committed to continued service in DoD and can articulate the anticipated return on investment.

### APPLICATION REQUIREMENTS:

Applicants must apply through, and be nominated by, their component/agency. Specific guidance is available from the component/agency points of contact. All applicants are required to furnish a nomination package that includes:

- Nominee Information Sheet;
- Statement of Interest;
- Supervisor Assessment;
- Biography; and,
- Additional information required by the nominating component or organization.

Points of Contact for the Components:

**Army –**

[usarmy.pentagon.hqda-asa-mra.list.samr-cslmo-edd@mail.mil](mailto:usarmy.pentagon.hqda-asa-mra.list.samr-cslmo-edd@mail.mil)

**Navy –**

[CWDD@navy.mil](mailto:CWDD@navy.mil)

**Air Force –**

[210-565-2524](tel:210-565-2524)

**Intelligence Agencies–**

703-692-3765

**Fourth Estate–**

Contact your Human Resources or Training Office

\* Prospective applicants must use the component Points of Contact to apply for EL

\* Should you have difficulty using the component web links please contact your Training Office for assistance

**Components (except Fourth Estate) submit vetted applications and funding to Talent Development Division via e-mail at: [dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil) NLT **March 1, 2019**.** Fourth Estate (OSD, Defense Agencies, Field Activities) suspense is **February 10, 2019** because of a separate board process.

**Accommodations for Employees with Special Needs:**

It is the goal of the ELDP Program to ensure that services, activities, facilities, and privileges are accessible to qualified individuals with disabilities in accordance with the Americans with Disabilities Act (ADA) of 1990 and Section 504 of the Rehabilitation Act of 1973. Reasonable accommodations will be made on an individual basis.

It is the responsibility of individuals with disabilities, however, to seek available services and make their needs known to the component during the application process. Students who believe they have a disability, which might affect their participation in ELDP or may require accommodations or auxiliary aids/services, should discuss this with the appropriate component representative, as associated costs will be the responsibility of the component.

**All applications must be vetted/screened through the respective components representative:**

- **US Army**

- **US Navy**

- **US Air Force**

- **Intelligence Agencies**

- **Fourth Estate (OSD, Defense Agencies, Field Activities)** hosts board process not used by other components.

Component representatives will review applications and complete final selections for the program.

Submit vetted and approved applications along with tuition. Applicants will remain in a “hold” status until organizations provide the tuition costs (which are subject to change).

Increases are possible and total cost could exceed \$8K. Send your funding document or military in request (MIPR) and US Government Interagency Support Agreement (be sure to include the full name of the approved applicant) to the following e-mail address:

**[dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil)**