



Vanguard Senior Executive Development Program 2019

Program Description: The Vanguard Senior Executive Development Program (Vanguard) is the Department of Defense's (DoD) enterprise executive development program designed specifically to equip Senior Executive Service (SES) members with tools to effectively collaborate among Components, Federal agency partners, and mutual stakeholders toward successful mission accomplishment. The six-day/five-night in-residence program focuses on enhancing the ability of SES members to serve as enterprise leaders in a joint and interagency environment. Vanguard offers SES members the unique opportunity to form strategic partnerships with top-level executives and to build upon their leadership capability to overcome evolving challenges such as constrained resources, and to mitigate increasingly varied threats to national security.

Background: In 2011, DoD launched Vanguard in response to DoD Directive 1403.03, "The Career Lifecycle Management of the Senior Executive Service Leaders within the Department of Defense," which requires SES members to have the background, ability, and skills to lead effectively within and across organizational and functional boundaries as well as the broad national security spectrum. The unprecedented challenges facing the Department demand its SES members are able to lead across an increasingly complex Defense enterprise and interagency environment that is dynamic, integrated, and joint. The program was established to help SES members develop an enterprise-wide perspective, while fostering proficiency in the leadership competencies aligned to the Executive Core Qualifications.

Target Audience: Career SES Members

- Tier 2 and Tier 3 DoD SES members with at least 5 years of executive experience who occupy positions that demonstrably concentrate on the DoD enterprise and/or interagency environments
- Non-DoD Federal agency SES members in similar capacities

Allocations: Each in-residence session is offered to 30 participants, including 25 from DoD and 5 from non-DoD Federal agencies.

DoD Component allocations for each session are based on the percentage of executives who meet the target audience criteria, which includes Army (5), Navy/Marine Corps (8), Air Force (3), and Fourth Estate (including the DoD Office of the Inspector General) (9).

Non-DoD Federal agencies selected to participate are invited to nominate one executive per session. Non-DoD participants will be selected from the nominees to increase the breadth of functional experience and interagency perspective of the cohort.



Dates and Location: Vanguard will be offered twice in Fiscal Year 2019, on May 5-10, and July 28 – August 2, in the metropolitan Washington, District of Columbia area. The training schedule extends beyond the normal duty day. Therefore, Vanguard is an in-residence course for all participants, to include those residing within the National Capital Region.

Funding, Meals, Lodging, and Travel: The Defense Civilian Personnel Advisory Service (DCPAS) funds the Vanguard program instruction and materials for all participants.

- **DoD Components (Army, Navy, Air Force, and Fourth Estate):** DCPAS funds lodging and meals during the program for DoD participants. Service components are responsible for participant travel and applicable per diem to and from the training site.
- **Non-DoD Federal Agencies:** Non-DoD agencies are responsible for travel to and from the training site, per diem while in a travel status, as well as lodging, meals, and incidentals for the duration of the program.

Course Content: Vanguard is an instructor-led, competency-based executive development program that consists of customized national security strategy and leadership content, panel discussions, public and private industry speakers, one-on-one executive coaching sessions, and experiential learning activities.

DoD Leadership Competencies Addressed:

Vanguard develops an enterprise-wide perspective, while fostering proficiency in competencies needed to in a joint and interagency environment, to include:

- National Security Strategy
- Global Perspective
- Strategic Thinking
- Vision
- External Awareness
- Political Savvy
- Influencing/Negotiating
- Building Partnerships

Course Pre-Work: A leadership assessment focused on joint and interagency competencies will be distributed to all participants six weeks before the course.

Course Contact: For more information regarding the Vanguard program, please contact Ms. Christine Kleiber, christine.g.kleiber.civ@mail.mil, (571) 372-2059.