



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
1500 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-1500

November 12, 2021

**MEMORANDUM FOR: ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE NAVY (MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE AIR FORCE (MANPOWER AND RESERVE AFFAIRS)
DIRECTOR, ADMINISTRATION AND MANAGEMENT**

SUBJECT: Department of Defense Nominations for the Fiscal Year 2022 Vanguard Senior Executive Leadership Program

I am pleased to announce a call for nominations for Department of Defense (DoD) Senior Executive Service (SES) members to participate in the Vanguard Senior Executive Leadership Program (Vanguard) for Fiscal Year (FY) 2022. Vanguard is the Department's enterprise executive development program. This in-residence 6-day/5-night program focuses on developing an enterprise-wide perspective to enhance SES members' ability to lead in a joint and interagency environment. Vanguard is an opportunity for senior executives to build on their leadership capacity in a collaborative setting, leveraging skills needed to lead effectively within and across organizational and functional boundaries, as well as the broad national security spectrum. Participants will gain applicable knowledge through access to public and private industry thought leaders and top-level executives to increase strategic vision and focus. For additional information, a program overview is provided (Attachment 1).

Vanguard is targeted to Tier 2 and Tier 3 career SES members or equivalents with at least 5 years of executive experience, and who occupy positions that demonstrably concentrate on the DoD enterprise and interagency environments. The Component allocations for each session are as follows: Army (5); Navy/Marine Corps (8); Air Force (3); and Fourth Estate (including the DoD Office of the Inspector General) (9). Executives in Senior Leader, Scientific and Professional, Defense Intelligence Senior Executive Service, and Defense Intelligence Senior Level positions are accepted on a space-available basis.

All nominations must be submitted through the Senior Executive Management Office of the respective Component to the Defense Civilian Personnel Advisory Service (DCPAS) by Tuesday, February 1, 2022. Component submissions will include a consolidated nomination sheet (Attachment 2), as well as each nominee's current biography and attendance agreement form (Attachment 3). Although each Component has an allocation quota, additional alternate nominees may be submitted in priority order on the nomination sheet.

Vanguard will be offered twice in FY 2022, on May 1-6 and August 7-12, at the William F. Bolger Center in Potomac, Maryland. DCPAS funds the Vanguard program instruction and materials, lodging, and meals. Components are responsible for participant travel and applicable per diem to and from the training site.

We are excited to further develop the Department's top talent and hope you will encourage your executives to take advantage of this opportunity. All nominations and questions should be submitted to the Vanguard program team at dodhra.mc-alex.dcpas-hrspas.mbx.vanguard@mail.mil.

A handwritten signature in black ink, appearing to read "Veronica E. D.", followed by a horizontal line.

for Nancy Anderson Speight
Deputy Assistant Secretary
Civilian Personnel Policy