



Vanguard Senior Executive Leadership Program 2022

Program Description: The Vanguard Senior Executive Leadership 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 6-day/5-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.

Coronavirus-19 Considerations: Vanguard will be conducted as an in-resident, socially-distanced learning program in accordance with federal guidelines and directives in force at the time of each session. All participants are required to follow health protection directives and guidance issued by the Department of Defense, state and local government authorities, and the Centers for Disease Control and Prevention to include directives and guidance that inform health actions preceding and following participating in the program.

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 collaboration and other leadership competencies foundational to success in the interagency environment.

Target Audience: Career SES Members or equivalents:

- 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; and
- Executives in Senior Leader, Scientific and Professional, Defense Intelligence Senior Executive Service, and Defense Intelligence Senior Level positions.

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 FY22, on May 1-6, and August 7-12, 2022 at the William F. Bolger Center in Potomac, Maryland. 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 a facilitated, competency-based executive development program that consists of customized national security strategy and leadership content, public and private industry speakers, and experiential learning activities. The program includes a pre-work phase of readings and assessments.

DoD Leadership Competencies Addressed:

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

- Vision
- External Awareness
- Strategic Thinking
- Political Savvy
- Influencing
- Partnering

Course Pre-Work: A 360° leadership assessment targeting leadership competencies leveraged in the interagency environment is administered to all participants. Each participant will also have a virtual session with an executive coach to debrief the assessment prior to the start of program. Pre-reading selected by Vanguard speakers will be distributed to participants six weeks before the start of the session.

Course Contact: For more information regarding the Vanguard program, please contact the Vanguard program team at dodhra.mc-alex.dcpas-hrspas.mbx.vanguard@mail.mil.