



MANPOWER AND  
RESERVE AFFAIRS

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

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MEMORANDUM FOR: UNDER SECRETARY OF WAR (INTELLIGENCE AND SECURITY)  
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: Combined Call for Nominations for the Department of War Leader Development Programs

This memorandum announces the call for nominations for the next cycle of the Department of War (DoW) Leader Development Programs: Defense Senior Leader Development Program (DSLDP); Executive Leadership Development Program (ELDP); Defense Civilian Emerging Leader Program (DCELP); Vanguard Senior Executive Leadership Program (Vanguard); White House Leadership Development Program (WHLDP); DoW Coach Training Program (DoWCTP); and the Warfighting Acquisition University Acquisition Leader Development 3500 Coach Training.

Developing future leaders at all levels, and retaining a generation of multifaceted leadership, is the cornerstone of DoW's talent management strategy. We are postured to accommodate the evolving fiscal environment, even as we undertake the essential step of gathering high-performing, high-potential candidates for these elite and competitive programs. A brief description of each program follows:

- **DSLDP:** The DSLDP mission is to provide structured learning opportunities that enable the deliberate development of senior civilian leaders with the enterprise-wide perspective and competencies needed to lead organizations, programs, and people to achieve results in joint, interagency, and multi-national environments. This 28-month program is designed for civilian leaders with the potential and aspiration to serve as senior executives.

DoW Civilians at the GS-14/GS-15 and equivalent level, with at least one year of recent managerial or supervisory experience, are eligible to apply. Component organizations are responsible for funding travel expenses during DSLDP, including in-residence seminars, a 10-month in-residence master's program at assigned Joint Professional Military Education institutions, and an experiential assignment. Tuition is funded by the Defense Civilian Personnel Advisory Service (DCPAS). The application deadline is July 6, 2026, for the Office of the Under Secretary of War (OUSW) and DoW Field Activities,

and September 8, 2026, for Component organizations including the Intelligence Community. Components may establish a vetting process with earlier deadlines. All DSLDP nomination packets must be submitted through the appropriate Component Representative to the group inbox at [dodhra.mc-alex.dcpas.mbx.hrspas-dsl dp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-dsl dp@mail.mil).

- **ELDP:** The ELDP mission is to develop leaders who have an understanding and appreciation of the global missions of the DoW, the complexities and challenges that our warfighters face in carrying out those missions, 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 workforce.

GS-12 through 14 (or equivalent) civilians, active-duty military O-3 and O-4 officers, and interagency partners are eligible to apply. ELDP tuition and travel requirements for participants are funded by the Component and Agency organizations.

The application deadline was February 13, 2026, for Service Components and DoW Field Activities (including OUSW and Intel). All complete applications and nominations must be submitted to the ELDP group mailbox [dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil). DO NOT SEND TO THE PM TEAM EMAIL.

- **DCELP:** The DCELP mission is to recruit and develop the next generation of innovative leaders who possess the technical and leadership competence to meet the future leadership imperatives of the DoW. GS-7 through GS-12 and equivalent civilians and interagency partners are eligible to apply. Please note that DCELP will have two separate cohorts. The first cohort (March to May 2027) will include up to 144 participants from the Acquisition, Financial Management, and Human Resources functional communities. The second cohort (June to August 2027) will include up to 146 participants from all DoW occupational series and federal interagency partners.

DCELP tuition is funded centrally by DCPAS. Lodging, meals, and travel for participants are funded by their component organizations, unless the Functional Community makes other travel payment arrangements. Additionally, for U.S. Federal Interagency (non-DoW) participants, lodging, meals, and travel are funded by their respective organizations. The application deadline to DCPAS for DCELP Class 2027 is July 6, 2026, for OUSW and DoW Field Activities and September 8, 2026, for Component Organizations. Functional Community managers for Acquisition, Financial Management, and Human Resources (for the first cohort) and Components may establish earlier deadlines to review and prioritize applications and to finalize funding arrangements. All completed applications and inquiries regarding DCELP must be submitted to the group inbox at [dodhra.mc-alex.dcpas.mbx.hrspas-dcelp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-dcelp@mail.mil).

- **Vanguard:** Vanguard is the DoW enterprise executive leadership program designed specifically for seasoned Senior Executive Service (SES) members. Within the context of overcoming evolving challenges to national security, the weeklong in-residence program provides Vanguard participants from DoW and interagency partners with the

unique opportunity to explore leadership attributes that build strategic partnerships and enable collaboration across DoW and interagency boundaries.

Vanguard is open to Tier 2 and Tier 3 DoW SES members with at least five years of executive experience who occupy positions that demonstrably concentrate on the DoW enterprise and/or interagency environments. Additionally, non-DoW federal agency SES members, Defense Intelligence Senior Executive Service members, and Defense Intelligence Senior Level and Senior Professional (SL/ST) appointees in similar capacities may also attend. Vanguard is funded centrally by DCPAS, except any travel requirements for participants to/from the venue are funded by Component organizations. The application deadline to DCPAS for fall 2026 and/or spring 2027 Vanguard program(s) will be announced by May 2026. Components may establish earlier deadlines to review and prioritize applications. All inquiries regarding Vanguard should be submitted to the group inbox at [dodhra.mc-alex.dcpas-hrspas.mbx.vanguard@mail.mil](mailto:dodhra.mc-alex.dcpas-hrspas.mbx.vanguard@mail.mil).

- **WHLDP:** WHLDP develops senior civilian leaders with the enterprise leadership needed to advance government-wide priorities and improve cross-agency performance. Sponsored by the Executive Office of the President, the program places fellows on high-impact interagency initiatives aligned with the President's Management Agenda. Fellows spend most of the year in a full-time placement assignment within the National Capital Region and participate in leadership development activities that emphasize developing talent, delivering results, and building community. GS-15 and equivalent civilians with strong leadership potential and a record of exceptional performance are eligible to apply.

WHLDP is a one-year, non-reimbursable assignment. Fellows' salaries and any required travel are funded by their home organizations; there is no tuition cost. The application deadline to DCPAS for the Fiscal Year 2027 (Cohort 12) was February 9, 2026. DoW Components may establish earlier internal deadlines to review and vet applications in advance of the Department-wide submission date issued by DCPAS. The fellowship year for Cohort 12 will run from October 2026 through September 2027. All inquiries regarding WHLDP must be submitted to the group inbox at [dodhra.mc-alex.dcpas.mbx.white-house-leadership-development-prog@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.white-house-leadership-development-prog@mail.mil).

- **DoWCTP:** Coaching is one of the most valuable developmental resources that the DoW offers the workforce and has been linked to positive outcomes such as increased employee engagement, resilience, and retention. A successful coaching engagement promotes and sustains professional growth and competence. Coaching is an experiential development process, which facilitates change and growth in both individuals, teams, and organizations, and ultimately contributes to a positive impact to the overall DoW mission. Through structured dialogue, our DoW coaches assist their clients to see new perspectives and achieve greater clarity about their own thoughts, emotions and actions, and about the people and situations around them. The client gives power to the relationship, drives the coaching agenda, and is ultimately responsible for the outcome of the coaching engagement. Our DoW coaches apply specific techniques and skills, approaches, and methodologies that enable clients to develop their goals and design actions to achieve them.

All Coach Training applications must first be vetted through the respective Components and organizations: Army, Department of the Navy, Department of the Air Force, OUSW, and DoW Field Activities. Applications for OUSW and DoW Field Activities will also be reviewed and vetted by a DCPAS board, and final selections will be made and announced to the DoW Field Activities Coaching Program Managers.

DoWCTP consists of 50 coaches-in-training per cohort, both military and civilian (GS-12 and above/equivalent, O-4 and above, and E-7 and above). Cohort 2 will be held virtually June through October 2026. Cohorts 3 and 4 will take place virtually January through May 2027 and June through October 2027. The training consists of both synchronous and asynchronous work, coaching, and mentor-coaching. Specifically, participants will be expected to complete 130 hours of course work over a five-month period. Component nominations for all three cohorts are due to DCPAS no later than (NLT) 27 March 2026; nominations from OUSW and DoW Field Activities are due NLT 24 April 2026.

The Warfighting Acquisition University ALD3500 Coach Training consists of approximately six slots per cohort, dedicated to the Warfighting Acquisition Community (GS-12 and above/equivalent, O-4 and above, and E-8). Cohort 2026A will be held virtually September through October 2026. Cohorts 2027A and 2027B will take place March through April 2027 and September through October 2027. The training consists of both synchronous and asynchronous work, for a total of 60 hours. Component nominations for all three cohorts are due to DCPAS NLT 27 March 2026; nominations for OUSW, DoW Field Activities are due NLT 24 April 2026.

Selected applicants are expected to attend 100% of the synchronous training, complete 100% of the asynchronous work, other coaching assigned, and coach approximately 100 hours within 2 years of training completion of training. Details for each program can be found at <https://www.dcpas.osd.mil/learning/civilianleaderdevelopmentbroadeningother/dodcoaching>.

All inquiries regarding Coach Training applications should be submitted to Component, OUSW, and DoW Field Activities Coaching Program Managers. Contact information can be found at <https://www.dcpas.osd.mil/learning/civilianleaderdevelopmentbroadeningother/dodcoaching/findyourcoachingprogram>.

Quotas for each program are attached. Nominees from the OUSW and DoW Field Activities, as applicable, have application deadlines which are earlier than the Component deadlines and are indicated on the attachment. Program requirements, application forms, and submission deadline information are in the Learning and Professional Development section of <https://www.dcpas.osd.mil/learning/civilianleaderdevelopmentbroadeningother>.

Please widely disseminate this program announcement. We look forward to providing your employees the opportunity to participate in these premier, award-winning, and highly regarded development programs. If you have any questions, please contact the respective programs.



Michael A. Cogar  
Deputy Assistant Secretary of War  
Civilian Personnel Policy

Attachments:  
As Stated

## COMPONENT QUOTAS

### DEPARTMENT OF WAR LEADER DEVELOPMENT PROGRAMS

#### Defense Senior Leader Development Program (DSLDP) Quota Allocations (Cohort 2027 – January 2027 through April 2029)

| <u>Component</u>            | <u>Total</u> |
|-----------------------------|--------------|
| Department of the Army      | 13           |
| Department of the Navy      | 13           |
| Department of the Air Force | 9            |
| OUSW, DoW Field Activities  | 10           |
| Intelligence Agencies       | 5            |
| Total                       | <b>50</b>    |

Note (1): A DoW executive-level Selection Board will review applications and conduct interviews with nominees. Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment. Up to 30 individuals will be selected for the DSLDP Cohort.

Note (2): All completed application and nomination packages for OUSW, DoW Field Activities must be submitted through the DSLDP Group Mailbox NLT July 6, 2026, at [dodhra.mc-alex.dcpas.mbx.hrspas-dsldp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-dsldp@mail.mil).

Note (3): All completed applications for the Army, Navy, Air Force and Intelligence Community must be submitted through the DSLDP Group Mailbox NLT September 8, 2026, at [dodhra.mc-alex.dcpas.mbx.hrspas-dsldp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-dsldp@mail.mil).

**Executive Leadership Development Program  
Quota Allocations (Cohort 39 – July 2026 through June 2027)**

| <u>Component</u>                               | <u>Total</u> | <u>Notes</u>   |
|--|--------------|--|
| Department of the Army                         | 11           | Total quota includes 1 military                                |
| Department of the Navy                         | 11           | Total quota includes 1 military                                |
| Department of the Air Force<br>(includes USSF) | 14           | Total quota includes 4 military                                |
| Coast Guard                                    | 1            | Total quota includes 1 military or 1 civilian                  |
| OUSW, DoW Field Activities                     | 21           | Nominations submitted through the DCPAS,<br>Talent Development |
| Intelligence Agencies                          | 4            | N/A  |
| National Guard                                 | 1            | Total quota includes 1 military                                |
| U.S. Federal Interagency                       | 1            | N/A  |
| Total  | <b>64</b>    |  |

Note (1): All completed application and nomination packages must be submitted through the ELDP Group Mailbox [dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil).

**Defense Civilian Emerging Leader Program  
Quota Allocations (Cohort 23 – March through May 2027)**

| Component                               | Acquisition | Financial Management (Assigned to Acquisition Billets) | Financial Management | Human Resources | Total      | Alts      |
|---|-------------|--|----------------------|-----------------|------------|-----------|
| Department of the Army                  | 17          | 3  | 7                    | 5               | 32         | 4         |
| Department of the Navy                  | 17          | 3  | 7                    | 4               | 31         | 4         |
| Department of the Air Force             | 17          | 3  | 7                    | 4               | 31         | 4         |
| OUSW, DoW Field Activities (See Note 1) | 10          | 3  | 7                    | 5               | 25         | 5         |
| Intelligence Agencies                   | 9           | 3  | 2                    | 3               | 17         | 4         |
| Defense Contract Audit Agency           | 0           | 8  | 0                    | 0               | 8          | 0         |
| Total                                   | <b>70</b>   | <b>23</b>  | <b>30</b>            | <b>21</b>       | <b>144</b> | <b>21</b> |

Note (1): OUSW and DoW Field Activities nominations must be submitted through the DCPAS Talent Development Directorate and are due NLT July 6, 2026.

Note (2): Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment.

Note (3): Quotas shown represent the number of primary nominations your Component may submit for consideration. Determination of the final number of approved participants in these programs and the final selection of candidates will be made by the respective Office of the Secretary of War Functional Community Managers. Components will be notified accordingly.

**Defense Civilian Emerging Leader Program  
Quota Allocations (Cohort 24 – June through August 2027)  
(All Functional Communities and Interagency)**

| <u>Component</u>                        | <u>Total</u> | <u>Alternates</u> |
|---|--------------|-------------------|
| Department of the Army                  | 28           | 4                 |
| Department of the Navy                  | 28           | 4                 |
| Department of the Air Force             | 28           | 4                 |
| OUSW, DoW Field Activities (See Note 1) | 26           | 4                 |
| Intelligence Agencies                   | 24           | 4                 |
| U.S. Federal Interagency                | 12           | 6                 |
| Total                                   | <b>146</b>   | <b>26</b>         |

Note (1): OUSW and DoW Field Activities nominations must be submitted through the DCPAS Talent Development Directorate and are due NLT July 6, 2026.

Note (2): Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment.

**Vanguard Senior Executive Leadership Program  
Quota Allocations (Fall 2026 through Spring 2027 Session)**

| <u>Component</u>                          | <u>Total</u> |
|---|--------------|
| Department of the Army                    | 5            |
| Department of the Navy / Marine Corps     | 8            |
| Department of the Air Force / Space Force | 3            |
| OUSW, DoW Field Activities                | 9            |
| Total                                     | <b>25</b>    |

Application deadline will be announced by May 2026.

Note (1): DoW Component allocations for each session are based on the percentage of executives who meet the target audience criteria.

Note (2): An additional five allocations are reserved for non-DoW interagency partners.

**White House Leadership Development Program  
Quota Allocations (Cohort 12 – Fiscal Year 2026 )**

| <u>Component</u>                        | <u>Total</u> |
|---|--------------|
| Department of the Army                  | 6            |
| Department of the Navy                  | 6            |
| Department of the Air Force             | 6            |
| OUSW, DoW Field Activities (See Note 3) | 6            |
| Total                                   | <b>24*</b>   |

\*Note (1): Allocations shown represent the number of nominations each component may submit for consideration. Determination of the final number of approved and vetted nominees will be made by the respective DoW executive-level selection panel. DoW may submit up to six nominees to compete for selection in the WHLDP. DoW employees may not participate in the Executive Offices of the President’s self-nomination process.

Note (2): Intelligence Community (IC). IC employees in OUSW, DoW Field Activities will be reviewed with nominations from other OUSW and DoW Field Activities. IC employees within the Service Components will be considered with other nominations from their Service.

Note (3): A selection panel will review combined nominations from OUSW and DoW Field Activities to determine the six nominees from within these components to compete in the DoW-wide selection panel process.

Note (4): DoW executive-level selection panel will select up to six nominees for consideration on behalf of the department. The Deputy Secretary, or approved designee, will approve nominations for consideration as a candidate in the WHLDP.

The application deadline to DCPAS for the Fiscal Year 2027 (Cohort 12) is February 9, 2026.

**Department of War Coach Training  
Quota Allocations (Cohort 2 – June through October 2026)**

| <b>Component</b>  | <b>Primary Selects</b> | <b>Alternate Selects</b> |
|---|------------------------|--------------------------|
| Department of the Army<br>(civilians and military)      | 16                     | 4                        |
| Department of the Navy<br>(civilians and military)      | 14                     | 4                        |
| Department of the Air Force<br>(civilians and military) | 14                     | 4                        |
| The OUSW, DoW Field<br>Activities (see note 1)          | 6                      | 4                        |

Note (1): For OUSW and DoW Field Activities, nominations should be submitted through the DCPAS Talent Development Directorate and are due NLT 27 March 2026.

Note (2): Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment.

**Department of War Coach Training  
Quota Allocations (Cohort 3 – January through May 2027)**

| <b>Component</b>  | <b>Primary Selects</b> | <b>Alternate Selects</b> |
|---|------------------------|--------------------------|
| Department of the Army<br>(civilians and military)      | 16                     | 4                        |
| Department of the Navy<br>(civilians and military)      | 14                     | 4                        |
| Department of the Air Force<br>(civilians and military) | 14                     | 4                        |
| The OUSW, DoW Field<br>Activities (see note 1)          | 6                      | 4                        |

Note (1): For OUSW and DoW Field Activities, nominations should be submitted through the DCPAS Talent Development Directorate and are due NLT 27 March 2026.

Note (2): Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment.

**Department of War Coach Training  
Quota Allocations (Cohort 4 – June through October 2027)**

| <b>Component</b>  | <b>Primary Selects</b> | <b>Alternate Selects</b> |
|---|------------------------|--------------------------|
| Department of the Army<br>(civilians and military)      | 16                     | 4                        |
| Department of the Navy<br>(civilians and military)      | 14                     | 4                        |
| Department of the Air Force<br>(civilians and military) | 14                     | 4                        |
| The OUSW, DoW Field<br>Activities (see note 1)          | 6                      | 4                        |

Note (1): For OUSW and DoW Field Activities, nominations should be submitted through the DCPAS Talent Development Directorate and are due NLT 27 March 2026.

Note (2): Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment.

**Warfighting Acquisition University Acquisition Leader Development 3500 Coach Training  
Quota Allocations (Cohort 2026A – September through October 2026)**

| <b>Component</b>                                     | <b>Primary Selects</b> | <b>Alternate Selects</b> |
|--|------------------------|--------------------------|
| Department of the Army (civilians and military)      | 4                      | 1                        |
| Department of the Navy (civilians and military)      | 4                      | 1                        |
| Department of the Air Force (civilians and military) | 4                      | 1                        |
| OUSW, DoW Field Activities (see note 1)              | 1                      | 1                        |

Note (1): For OUSW and DoW Field Activities, nominations should be submitted through the DCPAS Talent Development Directorate and are due NLT 27 March 2026.

Note (2): Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment.

Note (3): Quotas shown represent the number of primary nominations your Component may submit for consideration. Determination of the final number of approved participants in these programs and the final selection of candidates will be made by the respective Office of the Secretary of War Functional Community Managers. Components will be notified accordingly.

**Warfighting Acquisition University Acquisition Leader Development 3500 Coach Training  
Quota Allocations (Cohort 2027A – March through April 2026)**

| <b>Component</b>                                     | <b>Primary Selects</b> | <b>Alternate Selects</b> |
|--|------------------------|--------------------------|
| Department of the Army (civilians and military)      | 4                      | 1                        |
| Department of the Navy (civilians and military)      | 4                      | 1                        |
| Department of the Air Force (civilians and military) | 4                      | 1                        |
| OUSW, DoW Field Activities (see note 1)              | 1                      | 1                        |

Note (1): For OUSW and DoW Field Activities, nominations should be submitted through the DCPAS Talent Development Directorate and are due NLT 27 March 2026.

Note (2): Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment.

Note (3): Quotas shown represent the number of primary nominations your Component may submit for consideration. Determination of the final number of approved participants in these programs and the final selection of candidates will be made by the respective Office of the Secretary of War Functional Community Managers. Components will be notified accordingly.

**Warfighting Acquisition University Acquisition Leader Development 3500 Coach Training  
Quota Allocations (Cohort 2027B – September through October 2027)**

| <b>Component</b>                                     | <b>Primary Selects</b> | <b>Alternate Selects</b> |
|--|------------------------|--------------------------|
| Department of the Army (civilians and military)      | 4                      | 1                        |
| Department of the Navy (civilians and military)      | 4                      | 1                        |
| Department of the Air Force (civilians and military) | 4                      | 1                        |
| OUSW, DoW Field Activities (see note 1)              | 1                      | 1                        |

Note (1): For OUSW and DoW Field Activities, nominations should be submitted through the DCPAS Talent Development Directorate and are due NLT 27 March 2026.

Note (2): Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment.

Note (3): Quotas shown represent the number of primary nominations your Component may submit for consideration. Determination of the final number of approved participants in these programs and the final selection of candidates will be made by the respective Office of the Secretary of War Functional Community Managers. Components will be notified accordingly.