

In accordance with the 2010 National Defense Authorization Act (NDAA), Section 1112, Public Law 184, the Defense Civilian Emerging Leader Program (DCELP) is purposed to develop a new generation of leaders for the Department and the federal enterprise.

DCELP is intended for entry-level and emerging leaders in the grades of GS-7 to GS-12. For the first half of the training year (typically March to May), the program is open to the Acquisition, Financial Management and Human Resources career fields. For the second half of the training year (typically June to August), the program is open to all occupational series and participating outside Federal interagencies.

DCELP institutes a competency-based approach for the deliberate development of individuals selected to the program with emphasis on Leading Self, Leading Teams and Projects, and Leading People as depicted on the DoD Civilian Leader Development Continuum.



In DCELP, learning opportunities include:

- Reflection exercises, leadership assessments, mentoring, peer coaching, individual coaching (optional), team and individual presentations, networking opportunities, “real world” applications of lessons learned through experiential activities, and a final Capstone project.
- Graduation requirements including the completion of a 5-minute oral presentation and development of a personalized Leadership Roadmap and Action Plan.
- Several opportunities to demonstrate and expand leadership skills throughout the program.