

CERTIFIED PUBLIC MANAGER PROGRAM

GRADUATE SCHOOL, USDA AND RUTGERS-NEWARK UNIVERSITY PARTNERSHIP



Need in the Federal Sector

Leadership succession and the development of management capacity are two areas that are priorities of the federal sector. The Office of Personnel Management indicates that competencies in the federal government's Executive Core Qualifications, which encompass these two areas, need to be at the center of any leadership program.

The Graduate School, in partnership with Rutgers-Newark University's School of Public Affairs and Administration, offers the nationally recognized Certified Public Manager program (CPM) to federal employees who are looking to achieve these goals and move their careers forward.

The CPM program addresses major transformations that are occurring in the federal government, with emphasis on: performance and results; the application of continuous technology advances; demographic shifts in the federal workforce; the move toward more efficient, citizen-centric programs; and new civil service systems.

The Graduate School CPM program is organized around these trends and challenges, and addresses the development needs of the public manager and of the agencies responding to and leading these changes.



The Graduate School, USDA, in cooperation with its academic partner, Rutgers-Newark University, is the exclusive provider of the Certified Public Manager program to the federal government.



A professional development partner of the federal government, the Graduate School, USDA offers the Certified Public Manager program to government employees at the federal, state and local levels. The program is conducted in accordance with the guidelines published in the Constitution and By-laws of the National Certified Public Manager Consortium.

www.grad.usda.gov

If you require information about this program, activity or facility in a language other than English (or in Braille, large print, audiotape, etc.), contact the registrar of the Graduate School, USDA at (888) 744-4723.



The mission of the School of Public Affairs and Administration at Rutgers-Newark is to embolden competence, diversity, service and knowledge in the public sector. The contributions of the School's distinguished faculty and staff, research institutes and centers, and numerous publications, along with its partnership with the Graduate School, USDA to deliver the Certified Public Manager program, demonstrate the far-reaching efforts of the School to promote excellence in the public sector. Its National Center for Public Productivity serves as the primary support mechanism in the delivery of the CPM program.



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CERTIFIED PUBLIC MANAGER PROGRAM

“trends and challenges”

To receive a participant guide with complete CPM program details, contact us at:

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Program Director
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Washington, DC 20024-2520

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FAX: (202) 479-6803/06
E-MAIL: CPM@grad.usda.gov
WEB SITE: www.grad.usda.gov/CPM

BENEFITS

The CPM program is designed to prepare government employees to assume leadership positions and become more effective public managers.

Benefits of the CPM Program

In support of the federal government's efforts to develop new leaders and effective public managers, the CPM program equips participants with the skills and competencies needed to impact their organization's efforts to meet its mission and performance goals in today's dynamic public management environment.

Upon completion of the program, you will be able to:

- assume leadership roles in federal government agencies
- be an effective manager in planning and establishing agency goals and measures, and reporting on performance outcomes
- effectively align resources and lead people to accomplish goals
- demonstrate high levels of commitment to public service, personal integrity and continuous learning



- practice results-driven management and act as an effective change agent
- become a member of a network of public leaders and managers in the American Academy of Certified Public Managers (AACPM)
- apply up to six graduate credits toward a Master of Public Administration degree at the Rutgers-Newark University School of Public Affairs and Administration, and possibly at other graduate schools

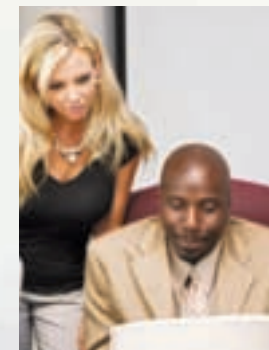
Furthermore, the program:

- can be tailored specifically for an organization or cohort group to meet specific leadership development needs
- can be delivered at the sponsoring agency's facility
- can be scheduled to meet your specific requirements
- has online courses that allow schedule flexibility
- is delivered by faculty who are practitioners in the federal government, academia and the business community.

DESIGN

Program Design

This nationally recognized program is designed around the core leadership competencies established by the Office of Personnel Management, with a curriculum developed jointly by the Graduate School, USDA and Rutgers-Newark University's School of Public Affairs and Administration to meet the complex demands and challenges of the 21st-century public management environment.



The program consists of 300 contact hours over a 15-month period, with participants attending classroom and online courses each month. Between classes, participants complete readings, group assignments and a professional development

project, which is approved by their agency and will result in real performance improvement.

The Graduate School, USDA's CPM program is accredited by the National Certified Public Manager Consortium.

The CPM courses meet the Office of Personnel Management's Executive Core Qualifications:

- Leading Change
- Leading People
- Results Driven
- Business Acumen
- Building Coalitions

Curriculum

The curriculum consists of the following components:

- Introduction of the program, and review of the latest trends and challenges in public administration
- Completion of the Leadership Effectiveness Inventory® and the Myers-Briggs Type Inventory® to assess participants' current skills, abilities and working styles
- Classroom and online courses focused on principles and practices of public administration in such areas as leading people, leading change, results-driven management, performance measurement, financial management, problem solving and decision making, technology applications, analytical tools, communication and ethics for results-oriented environments
- A professional developmental project (practicum) designed to improve performance in your agency and practice newly learned skills.

Other competencies:

- Strategic Thinking
- Team Building
- Conflict Management
- Performance Measurement
- Financial and Technology Management
- Partnering and Negotiating

FACULTY AND PARTICIPANTS

CPM Faculty and Mentors

CPM faculty and mentors are selected for their academic qualifications and for their demonstrated excellence as practitioners in public management and business. In addition to quality instruction, each participant receives coaching from a faculty member throughout the program.



Richard McCaffery,
faculty member

"The CPM program has provided me the opportunity to acquire critical skills...needed by federal public managers to meet the challenges [they face] in the public management environment."

~ Robin T. Smith, GSA

"This program helped to enhance my professional growth. I have learned that what is truly important is to have a 'beginning' and 'end' in mind in life."

~ Joyce Bull,
National Guard Bureau

"[This program] takes you three steps forward in understanding your relationship with your agency, career and your responsibility as a government servant."

~ John Trammell,
National Guard Bureau

