

U.S. DEPARTMENT OF ENERGY

SENIOR EXECUTIVE SERVICE CANDIDATE DEVELOPMENT PROGRAM (SESCDP)

Executive Development Plan (EDP)

Name: _____ Title: _____

Organization: _____ Office: _____

RATIONALE FOR PLAN:

APPROVALS:

Candidate Signature: _____ Date: _____

Supervisor: _____ Date: _____

Mentor: _____ Date: _____

SES Candidate Development Program Manager: _____ Date: _____

DOE Executive Resources Board: _____ Date: _____

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Executive Development Plan (EDP)

NAME OF SES CANDIDATE: _____

DATE: _____

EXECUTIVE CORE QUALIFICATION 1: LEADING CHANGE

This core qualification encompasses the ability to develop and implement an organizational vision which integrates key national and program goals, priorities, values, and other factors. Inherent to it is the ability to balance change and continuity—to continually strive to improve customer service and program performance within the basic Government framework, to create a work environment that encourages creative thinking, and to maintain focus, intensity and persistence even under adversity.

Competencies: Continual Learning, Creativity and Innovation, External Awareness, Flexibility, Resilience, Service Motivation, Strategic Thinking, Vision.

Developmental Objectives	Developmental Activities	Cost			Dates	
		Travel	Per Diem	Tuition	Beginning	Ending

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EXECUTIVE CORE QUALIFICATION 2: LEADING PEOPLE

This core qualification involves the ability to design and implement strategies which maximize employee potential and foster high ethical standards in meeting the organization's vision, mission, and goals.

Competencies: Conflict Management, Cultural Awareness, Integrity/Honesty, Teambuilding.

Developmental Objectives	Developmental Activities	Cost			Dates	
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EXECUTIVE CORE QUALIFICATION 3: RESULTS DRIVEN

This core qualification stresses accountability and continuous improvement. It includes the ability to make timely and effective decisions, and produce results through strategic planning and the implementation and evaluation of programs and policies.

Competencies: Accountability, Customer Service, Decisiveness, Entrepreneurship, Problem Solving, Technical Credibility.

Developmental Objectives	Developmental Activities	Cost			Dates	
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EXECUTIVE CORE QUALIFICATION 4: BUSINESS ACUMEN

This core qualification involves the ability to acquire and administer human, financial, material, and information resources in a manner that instills public trust and accomplishes the organization’s mission; also, it involves the ability to use new technology to enhance decision making.

Competencies: Financial Management, Human Resources Management, Technology Management.

Developmental Objectives	Developmental Activities	Cost			Dates	
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EXECUTIVE CORE QUALIFICATION 5: BUILDING COALITIONS/COMMUNICATION

This core qualification involves the ability to explain, advocate, and express facts and ideas in a convincing manner, and negotiate with individuals and groups both internally and externally. It also involves the ability to develop an expansive professional network with other organizations, and to identify the internal and external politics that impact the work of the organization.

Competencies: Influencing/Negotiating, Interpersonal Skills, Oral Communication, Partnering, Political Savvy, Written Communication.

Developmental Objectives	Developmental Activities	Cost			Dates	
		Travel	Per Diem	Tuition	Beginning	Ending