

## THE ALEI COMPETENCIES

### Executive Core Qualification ① – Leading Change

1. Creativity and Innovation
2. Continual Learning
3. External Awareness
4. Flexibility
5. Resilience
6. Service Motivation
7. Strategic Thinking
8. Vision

### Executive Core Qualification ② – Leading People

9. Conflict Management
10. Integrity/Honesty
11. Leveraging Diversity
12. Team Building

### Executive Core Qualification ③ – Results Driven

13. Accountability
14. Customer Service
15. Decisiveness
16. Entrepreneurship
17. Problem Solving
18. Technical Credibility

### Executive Core Qualification ④ – Business Acumen

19. Financial Management
20. Human Resource Management
21. Technology Management

### Executive Core Qualification ⑤ – Building Coalitions/Communication

22. Influencing/Negotiating
23. Interpersonal Skills
24. Oral Communication
25. Partnering
26. Political Savvy
27. Written Communication

## OVERVIEW

The ALEI is a learning support tool that is intended to help acquisition professionals and agencies achieve improved accuracy and effectiveness in individual and workforce development, human capital planning, performance and results.

Part of the Defense Acquisition University's learning network of tools and programs, the ALEI makes individual assessment, goal setting and development planning at the individual level easy and fast. Agencies have access to aggregate results that aid in competency gap analysis and augment human capital planning systems.

The ALEI is based on a universally applicable competency model validated by the Office of Personnel Management, so its usefulness in all professional and administrative organizational or functional domains is assured.



## THE ACQUISITION LEADERSHIP EFFECTIVENESS INVENTORY

### FOR FURTHER INFORMATION

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Development tools for  
the Acquisition Professional ...

on the World Wide Web:  
<http://www.dau.mil/doddacm/ALEI/>

## THE ACQUISITION LEADERSHIP EFFECTIVENESS INVENTORY

The Acquisition Leadership Effectiveness Inventory (ALEI) is a web-enabled assessment instrument validated by the Office of Personnel Management (OPM). The ALEI is being made available to federal acquisition personnel and federal agencies to promote individual development, human capital planning, and acquisition performance.

The web-enabled ALEI makes it easy and convenient for acquisition professionals at every level to assess their developmental strengths and needs. The ALEI enables federal agencies to analyze competency gap data at aggregate levels and to plan for improved organizational performance.

Competency assessment, that used to take weeks, can be completed in just an hour or so, right at your desktop. You get instant feedback, instead of waiting for a third-party analysis. Goal setting and Individual Development Plan (IDP) functions are also available at the ALEI web site to help you determine the development approach that is right for you. These ALEI tools are augmented by an extensive Development Suggestions Catalog that includes on-the-job learning ideas, classroom and online training possibilities, and Professional Military Education suggestions.



## DEVELOPMENT TOOLS

The ALEI web site has three tools that can help you plan your development for the next two years, or the next 20, as you prefer. You may use all of the tools in sequence, or choose the one you need most at any time.

### 1 ASSESS YOUR COMPETENCIES

You and the supervisor of the position in which you are interested use the ALEI to rate the competencies important to the job, and your attainment of them.

### 2 SET YOUR GOALS

With your competency assessment in hand, you can determine your development priorities. Suggestions for development activity and a convenient goal setting worksheet make it easy to tailor your response.



### 3 PLAN FOR ACTION

A comprehensive spreadsheet will help you account for priorities, activity preferences, agency policies, as well as funding and timing issues.

## THE ALEI COMPETENCY MODEL

The ALEI is based on the 27 universal competencies validated by OPM as critical for performance in all professional and administrative occupations. The 27 competencies are organized under five Executive Core Qualifications (ECQs) – Leading Change, Leading People, Results Driven, Business Acumen, and Building Coalitions/Communication. See the summary of five ECQs and 27 ALEI competencies on a subsequent panel of this brochure.

ECQs are used to evaluate and select members of the federal Senior Executive Service, but you can use the ALEI no matter what your current level of career progression. ALEI competencies are needed in varying degrees for successful performance and career progression in all professional and administrative assignments at all levels.

## PRECISELY TAILORED TO YOUR SITUATION

The ALEI assessment measures over 100 specific behaviors that comprise the competency model; this dramatically increases the relevance and accuracy of assessment results.

You can use the ALEI to plan development for your current job, or, you can use it to prepare for assignment or a position to which you aspire. Either way, the ALEI gives you the precise feedback you need to analyze your immediate or continuing development needs, and to make concrete plans for your successful professional growth.

## HELPFUL IN AGENCY HUMAN CAPITAL PLANNING

All individual ALEI assessments are completely confidential. But, federal agencies have access to aggregate competency gap analyses, if requested, to assist in human capital planning.

Agencies may regulate ALEI use within their own organizations – to encourage or require ALEI use by certain work groups, for instance. Both individuals and agencies may use the ALEI in

those ways that best promote individual and workforce development, human capital planning, and organizational performance and results.

