

## Enterprise Leadership in Action

The Defense Senior Leader Development Program (DSLDP) is the Department of Defense's premier development program to prepare world-class senior civilian leaders who understand and can act strategically to accomplish the evolving national security mission. Through DSLDP, leaders are equipped with the enterprise-wide perspective and competencies needed to lead people and programs, and achieve results in the Joint, interagency, and multi-national environment.

### DSLDP:

- Is the senior-level component of the DoD civilian leader development process and a key element of the Department's talent management and succession planning strategy
- Is prestigious and highly competitive, with rigorous DoD-wide competition on an annual basis
- Integrates the world-class academic experience of professional military education with unique enterprise-focused training, education, and individual development
- Promotes a hands-on approach to understanding, experiencing, and resolving real-life issues and challenges facing today's leaders across the national security arena
- Provides unparalleled opportunities to learn from and network with a joint cadre of talented leaders from across DoD, noted experts from top ranking universities, and current executives from DoD and other public and private sector organizations
- Enhances one's capabilities and readiness for broad enterprise leadership responsibilities

## For More Information

Visit the DSLDP website at [www.cpms.osd.mil/lpdd](http://www.cpms.osd.mil/lpdd) for program information, required forms, and additional guidance.

Contact the Leader and Professional Development Division, DSLDP Program Office at (703) 696-9623 or e-mail [dsl dp@cpms.osd.mil](mailto:dsl dp@cpms.osd.mil).



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Defense Senior Leader Development Program

## Preparing World-Class Civilian Leaders for Enterprise-Wide Challenges



## An Unparalleled Curriculum

To equip participants with the broad perspective, insights, and competencies required to lead the Department into the future, DSLDP combines education, training, and individual development with real-world experiences for an unparalleled and challenging curriculum directly relevant to the Department's current and future challenges.

### Professional Military Education (PME)

Senior-level PME prepares participants to assume broader responsibility, expands knowledge of the national security mission, and strengthens understanding of complex challenges faced by senior DoD officials. DSLDP participants will attend PME at a different Component's Senior Service School or the National Defense University to further strengthen the enterprise-wide perspective.

### Defense-Focused Leadership Seminars

Emphasizing critical issues facing the Department today, the seminars are built on a framework of public policy, public/business administration, and international relations, and are broadly aligned with the Executive Core Qualifications. Each seminar blends real-world learning with best practices and hands-on problem solving experiences through interface with senior Defense officials and leading experts from academia and the public and private sectors.

### Individual Development

Feedback from senior advisers and formal assessments will pinpoint where additional development is warranted to strengthen specific skills. Tailored opportunities, such as additional training, education or assignments, needed to further strengthen the enterprise perspective will be outlined in each participant's individual development plan.

## DoD's Best and Brightest

DSLDP is designed for full-time civilian leaders in grades GS-14/15 or equivalent, who represent the best the Department has to offer – those currently leading high-performing organizations and programs with the potential to assume even greater responsibility across the enterprise within the next few years. Candidates must possess a baccalaureate degree from an accredited institution.

### A prime candidate for DSLDP will have:

- Demonstrated the competence, confidence, and motivation to be a bold and innovative leader
- An outstanding performance record and have been promoted ahead of his/her peers
- A wide-ranging history of experience leading to increased responsibility and broad perspectives
- A commitment to public service and the passion to lead, inspire, and produce results for DoD

## Involvement of Defense Executives

Growing the leadership talent for the Department is a critical responsibility of each current leader. DSLDP offers many opportunities for DoD executives to participate in the development of future leaders. Current top leaders are asked to:

- Nominate only the best and brightest for selection into DSLDP. Investment now in these key individuals will produce significant short- and long-term benefits to activities, Components, and DoD
- Make the best use of participants' talents by providing opportunities for varied experiences with increasing levels of responsibility

- Provide meaningful and honest feedback to participants on competency strengths and gaps
- Support the participant's developmental plan and arrange for a temporary replacement for periods when the participant is in long-term training
- Serve as a mentor to DSLDP participants and graduates outside your chain of command
- Actively seek out DSLDP participants and graduates when filling leadership positions
- Participate, upon request, in DSLDP leadership seminars, selection boards, advisory panels, and as Talent Development Executives

## Rigorous Selection Process

The annual DSLDP selection process is designed to be rigorous so that only those with the skills, motivation and commitment to take on more senior leadership responsibilities across the enterprise are selected. Each Component will manage a competitive process to nominate a slate of candidates to fulfill the Office of the Secretary of Defense quota requirements. Component nominees will participate in a centrally administered assessment center exercise that will provide another measure of their leadership skills. An executive selection board will make final recommendations to OSD leadership for ratification.

