

Defense Senior Leader Development Program (DSLDP)

- DSLDP is the successor program to the Defense Leadership and Management Program (DLAMP), which is to sunset at the end of Fiscal Year 2010. Created in response to evolving challenges, DSLDP institutes a competency-based approach to the deliberate development of senior civilian leaders with the Enterprise-wide perspective needed to lead organizations, people and programs and achieve results in the Joint, interagency, and multi-national environment.
- As endorsed by the Deputy Secretary of Defense, DSLDP is the premier DoD-wide leadership development program for senior Defense civilians and a key component of the Department's talent management and succession planning strategy. DSLDP was codified in the Department of Defense Instruction 1430.16, "Growing Civilian Leaders."
- Learning opportunities include:
 - Senior-level Professional Military Education, generally in a different Component or at the National Defense University;
 - Individual development to strengthen the Enterprise-wide perspective, close identified competency gaps and hone talents. This includes an experiential activity, such as a developmental assignment; and
 - Defense-focused leadership seminars, each focused on a current strategic issue, and designed to ensure application of critical leader competencies in the joint environment.
- DSLDP is:
 - Open on an annual basis, to experienced DoD civilian leaders at GS-14/15 and equivalent level, nominated by the Component;
 - Highly competitive, with rigorous DoD-wide screening;
 - Competency based, yet tailored to individual needs;
 - Enriched by the hands-on involvement of current Defense executives, both civilian and military;
 - Complementary of Component leader development initiatives;
 - Multi-faceted, blended learning that combines training, education, experience, and self development;
 - Challenging, with participants required to undergo assessments, progress reviews, and structured interviews; and to create a comprehensive learning portfolio;
 - Realistic, with clearly defined expectations and candid feedback from structured assessments and during scheduled progress reviews; and

- Aligned with related initiatives, to include the National Security Professional Development program.
- The program elements are designed to enhance one's readiness for top leadership positions; however, successful completion of the program does not imply eligibility for or guarantee promotion. DSLDP graduates are expected to be ready and able to return the investment made in them by taking on even more responsible senior leader positions across the Enterprise.
- Department executives provide oversight of DSLDP by:
 - Providing guidance on policies, plans, requirements, criteria and standards;
 - Managing participant selection, development, assessment and feedback;
 - Guiding and sponsoring leadership seminars (for example, by selecting topics, identifying subject matter experts for content development and participating in selected sessions);
 - Assessing participant readiness for program completion; and
 - Evaluating program success.
- Also, Department executives support DSLDP by nominating only the best and brightest candidates, providing Enterprise-spanning developmental opportunities for participants, serving as mentors, and seeking out DSLDP graduates when filling key leadership positions.