



THE LEAFLET

Program Executive Office (PEO) Executive Lifecycle Management (ELM)
Office of the Secretary of Defense

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PEO ELM—A New Voice for SES Community

Tomorrow's leadership challenges require a dynamic and multi-disciplinary SES force able to adapt quickly to asymmetric and ever changing mission needs. That force needs a voice at the highest level of leadership to ensure its needs are met while it tackles the shifting priorities head on.

Established by DEPSECDEF, PEO ELM is the first piece of that community voice. The PEO is your advocate for developing, recommending, and implementing changes to Executive Lifecycle Management. These recommendations will affect our SES community in many areas, including:

- Talent acquisition and succession management,
- Performance management and compensation,
- Development and sustainment, and
- Work force planning.

Influence Your Career

In late August PEO ELM is hosting the first in a series of ongoing Focus Groups of 4th Estate SES leaders. These groups empower you to influence the Executive Management recommendations to DEPSECDEF.

The August focus group will focus on communications to identify your preferred mechanisms for receiving information, and suggestions for how to meet your communication needs.

To participate in, or learn more information about these focus groups, contact Kurt Conklin at Kurt.conklin@osd.mil.

ALL OTHER INQUIRIES

Telephone: (703) 601-2888

E-mail: Traci.boykin@osd.mil

Resources

- View SES announcements at <http://www.defenselink.mil/releases/>
- Register to receive SES announcements as News Releases at <http://www.defenselink.mil/news/dodnews.aspx>
- Register for your account on Defense Knowledge Online at <http://www.army.mil/ako/>
- Invitation to Office of Personnel Management SES Briefings—Details at <http://www.leadership.opm.gov/Planning/SESBriefings/index.aspx>
- View DoD Directive 1403.03—The Career Lifecycle Management of the Senior Executive Service Leaders Within DoD

What We're Up To

Talent and Succession Management

Improve visibility of talent, promote career opportunities, and provide an enterprise perspective of bench strength.

Performance Management and Compensation

Improve consistency and equity in the Performance Management and Compensation decision-making processes across the 4th Estate while taking into consideration the key issues related to SES compensation identified during the Executive Management Review.

Development and Sustainment

Increase the agility of our executive workforce. PEO ELM is collaborating throughout the government and private industry to orchestrate a robust leadership development continuum and diverse development opportunities.

Workforce Planning

Ensure SES positions are allocated (current and future projections) and tiered to have SES with the right competencies and experiences in the right job at the right time to accomplish the DoD mission.

Coming Attractions

~ PEO ELM Web Site - A Dedicated SES Resource to Keep You Informed ~

~ Talent and Succession Management Update ~

~ FY2010 Development Opportunities ~

~ Video Access to View the 4th Estate Senior Executive Service Town Hall Held in July & August ~

Excellence in Executive Leadership