



Executive Potential Program

The Executive Potential Program (EPP) is a 12-month competency-based leadership development program that provides training and developmental experiences for high-potential GS 13–15s and prepares them to lead effectively at senior levels in the federal government. The curriculum is focused on the ECQ of Leading Change and transforming senior managers into change leaders.

Program Objectives

- ▶ Prepare participants for senior leadership positions within the federal government.
- ▶ Assess and develop participants' aptitude and capabilities in relation to the Executive Core Qualifications through a variety of experiential training methods.
- ▶ Enable participants to work in tandem with federal agencies to identify and solve real organizational problems.
- ▶ Expose participants to leadership and management best practices of both governmental and non-governmental organizations.

Target Audience: GS 13–15; Duration: 12 months



For more information:
graduateschool.edu/epp

Program Components

Assessments

- ▶ Leadership Effectiveness Inventory (LEI)
- ▶ Leading Change

Experiential Learning

- ▶ Action Learning Team Project
- ▶ Two 60-Day Developmental Assignments
- ▶ Senior Executive Service (SES) Interviews
- ▶ Shadow Assignments
- ▶ Leadership Readings
- ▶ Retention of a Mentor

Core Competency-Based Training

- ▶ The Leadership Mind-Set
- ▶ Leading Change
- ▶ Creative and Innovative Practices in Leadership
- ▶ Vision as a Leadership Catalyst

Benefits

- ▶ Identify and capitalize on individual strengths
- ▶ Develop more effective leaders to better lead the organization
- ▶ Provide high return on investment for the organization

Program Requirements and Tuition

The EPP program is open to full-time public service, uniformed military, or contract employees at the GS 13–15 or equivalent levels who have demonstrated significant leadership potential.

The Executive Potential Program tuition is \$6,675. (Tuition does not include travel, meals, or lodging.)

To be considered for the program, nomination packages must include:

- ▶ Completed EPP application (accessible at graduateschool.edu/epp)
- ▶ Current resume or OF-612
- ▶ Completed agency training form

Program Requirements

The following activities must be completed to fulfill program requirements:

- ▶ Attend all training sessions
- ▶ Design and implement a Leadership Development Plan
- ▶ Obtain a career member of the Senior Executive Service (SES) to serve as a mentor
- ▶ Complete two eight-week developmental assignments
- ▶ Read and review management and leadership literature
- ▶ Conduct five senior executive interviews
- ▶ Complete a three-day shadowing assignment with a senior executive
- ▶ Participate in action learning team project activities
- ▶ Capture key learnings in a program impact paper

For more information about the Executive Potential Program,
please contact **Darlene Young** at (202) 314-3434 or darlene.young@graduateschool.edu,
or call the Center for Leadership and Management at (202) 314-3580.

*Dates and locations are subject to change.