White House Leadership Development Program

The Office of Human Resources Management (OHRM) is happy to announce that we are accepting applications for the White House Leadership Development (WHLD) Program. This program was announced by President Obama in his December 2014 address to the Senior Executive Service. The WHLD Program aims to strengthen enterprise leadership across the government to address the challenges facing the civil service.

The goal of the program is to not only build the bench of future career Senior Executives, but to place WHLD Fellows in challenging rotational assignments to gain experience outside of their agencies and functional areas of expertise. The program is a one year rotation with weekly development programming. WHLD Fellows will work on high-visibility, cross-agency projects to develop the skillsets and networks that enterprise leaders need. WHLD Fellows will engage in a development program targeted at the competencies, networks, and experience required of enterprise leaders. The program is very competitive; approximately 2-4 Department of Commerce (DOC) employees will be nominated, and 10-20 will be selected Government-wide. Applications are due by April 26, 2016.

Program Details:
- This program is restricted to career GS-15 and equivalent Band V employees or equivalent.
- All candidates are expected to be high performing employees with an annual performance rating of exceeds expectations, or the equivalent, or higher.
- Program duration is one (1) year, starting at the beginning of each fiscal year.
- The rotation is full-time and will include weekly leadership development programming.
- Fellows may be placed in an Executive Office of the President (EOP) component, an agency other than their home agency, or may split the rotation between the EOP and an agency, depending on the rotation assignment.
- The rotation is non-reimbursable. The Fellow's home agency is responsible for his or her salary and continued employment and benefits support.
- A Memorandum of Understanding will be developed between home agency and gaining agency or agencies.
- There is no guarantee for placement into an SES position as a result of participation in this program. Participation does, however, provide experience outside of home agency and functional areas and is meant to provide broad government perspective.

DOC Timeline (Dates subject to change):
- April 26, 2016 – Applications must be submitted to Bureau Office of Executive Resources points of contact
- June 6, 2016 – Nomination decisions are made by DOC and submitted to White House Program Director for consideration
- July 29, 2016 – WHLD selection process completed and candidates notified of status with program
- October 3, 2016 – Fellows begin two-week onboarding program
- October 17, 2016 – Fellows begin rotations
- October 28, 2016 – First day of developmental programming

- September 30, 2017 – FY17 program ends; Fellows return to home agency

How to Apply:
- Submit a resume (3 page limit) and a narrative statement (5 page limit) addressing the competencies listed below under "Nomination Criteria" to the appropriate bureau point of contact by April 22, 2016. The narrative statement should provide examples that demonstrate the competencies in the "Nomination Criteria."
- Bureau points of contact are:
  - BIS/ITA/OS/NTIA/EDA/MBDA – Jennifer Munz ([jmunz@doc.gov)](mailto:jmunz@doc.gov)
  - NOAA – Shelita Aldrich (Shelita.R.Aldrich@noaa.gov)
  - Census/ESA/BEA – Latasha Ellis (latasha.f.ellis@census.gov)
  - NIST – Didi Hanlein (desiree.hanlein@nist.gov)
  - PTO – Burt Gravallese (Burt.Gravallese@USPTO.GOV)
  - OIG – Ann Eilers (AEilers@oig.doc.gov)

Nomination Criteria:
Commitment to Serve
Candidates should possess a clear desire to serve in the Federal government and commitment to the spirit of public service. Candidates should have demonstrated interest in developing leadership skills to increase their ability to serve their agency as they move into positions of increasing responsibility. Candidates should also demonstrate interest in serving at the Senior Executive (or equivalent) level.
Adaptability
Candidates should be comfortable with unfamiliar situations and ambiguity. Candidates should also be able to adapt quickly to new environments and cultures and be able to work on projects without clear structure and objectives.
Collaboration
Candidate should hold the belief that government can and should work collaboratively. Candidates should have experience working on a project or program that required coordination across multiple groups.
Communication Skills (Written and Oral)
Candidates should possess strong written and oral communications skills and be able to synthesize complex programs and information into succinct and effective written and verbal briefings. Candidates should be able to communicate with a variety of audiences and team members, including soliciting a variety of perspectives and feedback from a diverse set of stakeholders.
Delivering Change
Candidates should be able to build and communicate a vision of success and engage relevant stakeholders to ensure they are invested in priority goals and outcomes. Candidates should possess the ability to translate vision into action.
Growing Networks
The WHLD Program Fellowship will require the ability to foster collaboration among diverse stakeholders. The ideal candidate should have demonstrated commitment to building networks and collaborating across boundaries to build strategic relationships and achieve common goals.
Strategic Planning

Candidates should possess the ability to understand program objectives and implement long and short-term plans consistent with organizational, individual and team goals.

<u>Political Awareness</u>

Candidates should be able to identify internal and external politics that affect organizations and the impact on achieving program outcomes and should be able to change plans of action accordingly.

<u>Motivation</u>

Candidates should be self-starters and be able to identify paths and projects that are a value add to the rotation assignment, especially in the absence of a formal structure. They should be able to position the project for future success by identifying new opportunities and by developing or improving programs, products and services.

<u>Ability to Identify and Overcome Challenges</u>

Candidates should be able to identify challenges and problems that may negatively impact organizational outcomes. Candidates should also be able to identify and implement alternative solutions while taking calculated risks to accomplish project objectives.