

**OVERVIEW**

Established in 1985 at the direction of the Secretary of Defense, ELDP provides hands-on field training and experiential leadership development for 64 DoD future leaders per year. The program design incorporates a multi-dimensional development approach to expand the capability and capacity of participants to lead with an appreciation of the global roles and missions of the Department of Defense, and an understanding of the complexities and challenges to lead in a constantly changing environment.

ELDP offers a unique professional development opportunity. Participants are expected to be willing and ready to step into a learning environment that may be uncomfortable, unfamiliar, and challenging—physically, mentally, emotionally, spiritually, and socially. ELDP participants will be stimulated to go beyond their current paradigms and examine their assumptions, capability, and commitment to lead in uncertainty and complexity. During the 10-month program, participants travel to various military locations across the Department and engage with senior leaders, Soldiers, Sailors, Airmen, Marines, and Guardians while participating in military readiness activities that offer a front-line perspective of the Warfighter. ELDP leverages facilitated discussions, experiential learning activities and practical application with a focus on deepening self-awareness, leading teams, and understanding the complexity of DoD operations in multi-domain environments.



Understand the complexity of the DoD

Lead teams

Deepening self-awareness

## **PROGRAM FACTS:**

### **ELDP Learning Objectives**

- Deepen Self-Awareness;
- Lead Teams; and
- Understand the complexity of the Department of Defense

### **Duration**

The program is 10-months long and includes approximately 67 training days over the length of the program with participants returning to home stations in between temporary duty (TDY) events.

### **Eligibility**

- Open to GS 12-14 employees, active-duty O-3 and O-4 military members, and Interagency Organizations.
- Component quotas apply.

### **Foreign Travel**

Access the Electronic Foreign Clearance Guide (FCG), <https://www.fcg.pentagon.mil/fcg.cfm> for entry requirements for country we will visit (see proposed training schedule). Read all FCG sections, I-VII carefully. Pay particular attention to the following Sections: Passport and Identification Credentials for Official Travel, Immunizations and Other Medical Requirements, and Mandatory Pre-Travel Training and Documentation.

The Electronic FCG also lists “Mandatory Pre-Travel Training and Documentation” that requires completion before entry. ELDP cadre will initiate a single/group country “Aircraft and Personnel Automated Clearance System (APACS)” for all participants; please do not take action on clearance guide item III.E unless directed by program leadership.

### **Informed Consent and Release of Liability**

In consideration of being allowed to use facilities and equipment while participating in activities, programs, and training exercises (conducted by the Executive Leadership Development Program, the Department of Defense, and the United States Government) host agents may require participants to sign a waiver. This tool will release, and forever discharge, the officers, agents, employees, representatives, executors, and all others involved from all responsibilities or liability for injuries or damages resulting from voluntary participation in any activity, use of equipment or machinery in any way associated with ELDP, and/or arising out of participation in any activities.

Candidates should be in good physical condition to be able to participate in scheduled program activities. It is strongly recommended that candidates get a physical by a medical professional.

Some of the physical activities that participants may engage in are as follows:

- Running obstacle courses
- Rappelling (heights)
- Land Navigation
- Field Hiking
- Leadership Reaction Course
- Daily Physical Fitness Training
- Weapons Training
- Waterborne Operations

## **PROGRAM COSTS:**

### **Paid by Participant's Organization**

**Approximately \$13,700 tuition for all participants (subject to change)** this includes the uniform cost. Travel and per diem to temporary duties at various military installations around the world (see proposed program schedule) will cost roughly \$35-45K.

Submit vetted and approved applications. Applicants who are selected will remain in a “hold” status until organizations provide an Inter-Agency Support Agreement (Fiscal Service Form 7600A) and tuition costs. **The suspense for Inter-Agency Agreements and Tuition is 30 June 2024.**

### **Uniform Requirements for ELDP Participants**

*Participants will be issued and required to wear the following uniform clothing and equipment items:*

- three (3) polo shirts – two (2) black and (1) gray with ELDP logo affixed left side,
- one (1) black zip-up jacket with ELDP logo affixed left side,
- one (1) black backpack,
- two (2) black cargo pants,
- one (1) black boots, (tactical, non-slip),
- two (2) black shorts and two (2) grey t-shirts with ELDP logo affixed left side fitness activities,
- one (1) black belt
- two (2) name tags
- one (1) pocket size journal

## **IDEAL CANDIDATE:**

Each component will establish procedures to consider applicant qualifications and potential for higher level leadership positions in the Department of Defense.

Generally, the ideal ELDP candidate:

- demonstrates humility and a desire to serve others;
- is open to self-examination and feedback;
- has a broad and varied history of continually progressive experience leading to increased responsibility with an exceptional performance record;
- demonstrates the competence, confidence, and motivation to be a courageous follower and leader;
- recognizes and appreciates the value of continued learning and development;
- is willing to be open to and discuss beliefs, values, and norms in a constructive manner;
- is in good physical condition;
- is willing to challenge himself/herself in unfamiliar and uncomfortable situations;
- is willing to be a supportive peer and team member; and
- has the passion to lead, inspire, and produce results for the DoD.

Points of Contact:

**Army:**

[usarmy.pentagon.hqda-asamra.list.samr-cslmo-edd@mail.mil](mailto:usarmy.pentagon.hqda-asamra.list.samr-cslmo-edd@mail.mil)

**Navy:** Contact your Major Command Training Representative.

**Air Force Civilians –**  
[AFPC.DPCZLE.civiliandvelopment@us.af.mil](mailto:AFPC.DPCZLE.civiliandvelopment@us.af.mil)  
210-920-4224

**Air Force Active Duty:**  
[dp2lwd\\_owd.workflow@us.af.mil](mailto:dp2lwd_owd.workflow@us.af.mil)

**Intelligence Agencies:**  
703-692-3765

**OSD, Defense Agencies and Field Activities:**

Contact your Human Resources or Training Office Representative.

\* Prospective applicants must use these organization Points of Contact to apply for ELDP.

\* Should you have difficulty using the component web links please contact your Training Office for assistance.

**Accommodations for Employees with Special Needs:**

It is the goal of the ELDP Program to ensure that services, activities, facilities, and privileges are accessible to qualified individuals with disabilities in accordance with the Americans with Disabilities Act (ADA) of 1990 and Section 504 of the Rehabilitation Act of 1973. Reasonable accommodations will be made on an individual basis.

It is the responsibility of individuals with disabilities, however, to seek available services and make their needs known to the component during the application process. Students who believe they have a disability, which might affect their participation in ELDP or may require accommodations or auxiliary aids/services, should discuss this with the appropriate component representative, as associated costs will be the responsibility of the component.

**APPLICATION REQUIREMENTS:**

Applicants must apply through, and be nominated by, their component/agency. Specific guidance is available from the component/agency points of contact. All applicants are required to furnish a nomination package that includes:

- Nominee Information Sheet
- Statement of Interest
- Supervisor Assessment
- Biography and/or Resume; and,
- Additional information may be required by the nominating component, organization, or Defense Agencies and Field Activities.

**All applications must be vetted/screened through the respective components representative:**

- US Army
- US Navy
- US Air Force
- OSD, Defense Agencies and Field Activities (a.k.a Fourth Estate): *No more than 3 applicants per Agency or Field Activity.* Selection Board process managed by DCPAS.
- National Guard Bureau
- Intelligence Agencies

**Submit vetted applications Talent Development Division via e-mail at:**  
[dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil)