



## *Vanguard Senior Executive Leadership Program -- FY 2025*

**Program Description:** The Vanguard Senior Executive Leadership Program (Vanguard) is the DoD enterprise executive leadership program designed specifically for seasoned SES members. Within the context of overcoming evolving challenges to national security, the weeklong in-residence program provides Vanguard participants from the DoD and interagency partners the unique opportunity to explore leadership attributes that build strategic partnerships and enable collaboration across DoD and interagency boundaries. The 5-day/4-night in-residence program offers SES members the unique opportunity to form strategic partnerships with top-level executives and to build upon their leadership capability mitigate increasingly varied threats to national security.

**Background:** In 2011, DoD launched Vanguard in response to DoD Directive 1403.03, “The Career Lifecycle Management of the Senior Executive Service Leaders within the Department of Defense,” which requires SES members to have the background, ability, and skills to lead effectively within and across organizational and functional boundaries as well as the broad national security spectrum. The unprecedented challenges facing the Department demand its SES members lead across an increasingly complex Defense enterprise and interagency environment that is dynamic, integrated, and joint.

**Target Audience:** Career SES members and equivalents:

- Tier 2 and Tier 3 DoD SES members with at least five years of executive experience who occupy positions that demonstrably concentrate on the DoD enterprise and/or interagency environments;
- Non-DoD federal agency SES members in similar capacities; and
- Executives in Defense Intelligence Senior Executive Service, Defense Intelligence Senior Level and Senior Professional (SL/ST) positions.

**Allocations:** Each in-residence session is offered to 30 participants, including 25 from DoD and five from non-DoD Federal agencies.

DoD Component allocations for each session are based on the percentage of executives who meet the target audience criteria, which include: Army (5); Navy/Marine Corps (8); Air Force/Space Force (3); and the Office of the Secretary of Defense, Defense Agencies & Activities, and Joint Staff (including the Intelligence Community and DoD Office of the Inspector General) (9).

Non-DoD federal agencies selected to participate are invited to nominate one executive per session. Non-DoD participants will be selected to increase the breadth of functional experience and interagency perspective of the cohort.

**Dates and Location:** Vanguard will be offered once in FY 2025, from November 18-22, 2024 at the William F. Bolger Center in Potomac, Maryland. As the training schedule extends beyond the normal duty day, Vanguard is an in-residence course for all participants, to include those residing within the National Capital Region.



***Funding, Meals, Lodging, and Travel:*** The Defense Civilian Personnel Advisory Service (DCPAS) funds the Vanguard program instruction and materials for all participants.

- **DoD Components:** DCPAS funds lodging and meals during the program for DoD participants. Participants' agencies/components are responsible for participant travel and applicable per diem to and from the training site.
- **Non-DoD Federal Agencies:** Non-DoD agencies are responsible for travel to and from the training site, per diem while in a travel status, as well as lodging, meals, and incidentals for the duration of the program.

***Course Content:*** Vanguard is a facilitated, competency-based executive development program that consists of customized national security strategy and leadership content, public and private industry speakers, and experiential learning activities.

***DoD Leadership Competencies Addressed:*** Vanguard develops an enterprise-wide perspective, while fostering proficiency in competencies needed to successfully lead in a joint and interagency environment, to include:

- Vision
- External Awareness
- Strategic Thinking
- Political Savvy
- Influencing
- Partnering

***Course Pre-Work:*** The program includes pre-work with various readings that are essential to the course content. Additionally, a 360° leadership assessment will be administered to all participants. Each participant will also have a virtual session with an executive coach to debrief the assessment prior to program start.

***Course Contact:*** For more information regarding the Vanguard program, please contact the Vanguard program team at [dodhra.mc-alex.dcpas-hrspas.mbx.vanguard@mail.mil](mailto:dodhra.mc-alex.dcpas-hrspas.mbx.vanguard@mail.mil).