



In accordance with the National Defense Authorization Act 2010, Section 1112, Public Law 184, the Secretary of Defense shall establish a program of leadership development for civilian employees of the Department of Defense (DoD). The objective of this program is to develop a new generation of leaders for the Department.

The Defense Civilian Emerging Leader Program (DCELP) is the result of that legislation. It is intended for entry and emerging DoD civilians in the grades of GS-7 – GS-12. The program is currently open to the Acquisition, Financial Management and Human Resources career fields during the first half of the training period and all occupational series during the second half of the training period.

DCELP institutes a competency-based approach for the deliberate development of individuals selected to the program with the emphasis on Leading Self, Leading Teams and Projects, and Leading People as depicted on the DoD Civilian Leader Development Continuum.

In DCELP, leadership is developed both inside and outside of the classroom. Knowledge is pursued in a classroom environment during four (4) one-week seminars over a four-month period of time at the DoD Executive Management Training Center located in Southbridge MA. The program combines community-based learning, guest speakers, group projects, mentoring and simulations.

The DCELP cohort develops a supportive environment that enhances participants' self-awareness, substantive knowledge, and skills; promotes continuous learning, reflection, and personal change; and encourages participants' networking and team building.