

**THE DEPARTMENT OF DEFENSE
DEFENSE LEADERSHIP AND MANAGEMENT PROGRAM
(DLAMP)
OVERVIEW**

In an effort to answer some basic inquiries from managers and potential nominees about this new DOD directed management initiative, the following information is provided.

WHAT IS DLAMP?

The DLAMP is a systematic, DOD-wide program designed to provide a mechanism for “joint” senior civilian leader training, education and development within and across all DOD components. It provides the basic framework for the development of future senior civilian leaders providing a wide range and breadth of DOD-wide capabilities and experiences. It also fosters a hands-on approach to the senior executive environment, which nurtures and helps develop a shrewd insightful understanding and sense of mission rarely seen or understood among civilian employees and military personnel. This program is designed to:

1. Complement and expand on DON leadership development efforts, such as the NAVAIR SEMDP
2. Identify and develop qualified civilian leaders to assume broader responsibilities in an increasingly complex international environment
3. Expand the individual’s substantive knowledge and understanding of the Department’s national security mission and the roles of each component
4. Strengthen all types and levels of communication and foster trust among senior military and civilian leaders through similar professional development programs

The DLAMP involves position identification, candidate selection, development, certification, assignment, orientation, and continuous education and evaluation. To develop civilians appropriately for these positions, DLAMP incorporates four elements:

1. A mandatory rotational assignment of at least 12 months. The rotational assignment will be coordinated and maintained by the DOD program management office. Competencies with personnel on rotational assignment will be provided funding from DOD for back fill or temporary in-house promotion. All other associated costs (i.e., travel and per diem) will be paid by DOD.
2. Attendance at the Industrial College of the Armed Forces (ICAF) or National Defense University (NDU) for at least a three month residency program, providing professional military education with an emphasis on national security and decision-making.
3. Completion of the DOD developed MBA (and funded) program conducted at the SOUTHBRIDGE, MA facility. Including a minimum of ten graduate-level courses (two per year) to develop familiarity with the range of subjects and issues facing defense leaders and decision- makers. Current MBA graduates can apply for waivers

of specific courses on a case-by-case basis. Waivers are submitted to the DOD program office for consideration and approval.

4. Participants will have a formal program of mentoring. DOD Component DLAMP boards or the DLAMP Council may waive candidate developmental assignments where previous training, education, or experience meets the standard. Currently, criteria for this has not been developed by the DOD or DON program offices.

BENEFITS OF PARTICIPATION

For the Organization:

1. DLAMP provides a pool of highly qualified individuals capable of quickly assimilating and assuming broader inter-service and DOD leadership roles
2. Unlimited use of talented and experienced program participants bringing new approaches to problems and challenges
3. Competency Leaders will select and be funded for backfill (or the difference in salary for temporary promotions) for all personnel on long term training or rotational assignments.

For the Individual:

1. Participation in joint operations and service training with military counterparts
2. Increased visibility and the opportunity to further develop leadership skills
3. Enhanced responsibilities in the same or different position (no guarantee of promotion) with flexibility to move within the DOD and other Component areas.

DLAMP POSITIONS

DLAMP positions will be identified comprising approximately 10% of the GS/GM 14, 15 and Senior Executive Service positions throughout the Department of Defense. Selected positions will be identified during 2d QTR FY98 and will require a department-wide perspective; having a broad range of responsibility for people, policies, programs, and other resource significance; or positions that dedicate a preponderance of duties to supporting joint war fighting capabilities. [Excluded are those positions of a narrowly technical nature and those in a bargaining unit].

Designation of a DLAMP position shall not prevent an incumbent from occupying said position even though that individual may not have participated in the DLAMP. However, once a DLAMP position becomes vacant, priority consideration shall be given to members or graduates of the DLAMP, consistent with applicable statutes and regulations. Such priority consideration will not take precedence over the other priority placements and considerations required by law or regulation.

DLAMP MANAGEMENT

The program is centrally managed by the DOD DLAMP Council under the auspices of the Assistant Secretary of Defense for Force Management Policy. The Deputy Assistant Secretary of the Navy (Civilian Personnel/EEO) is responsible for central management and administration of the program for DON.

FACTS ABOUT THE DEVELOPMENT PROGRAM

The NAVAIR and DON will ensure nominees have appropriate leadership training, education and developmental opportunities demonstrating potential for leadership positions to take full advantage of this program opportunity.

1. Program is target towards high potential civilian employees in permanent positions at the GS/GM-13 through 15 level or equivalent
2. Selectees remain in their current position while in DLAMP
3. Must be organizationally and occupationally mobile to fill vacancies
4. Attend formal training and rotational assignments often away from permanent duty station
5. Required to sign a continued service agreement
6. Must have the ability to obtain a top secret clearance, which may include a drug test
7. Acquisition career field participants must also meet Defense Acquisition Workforce Improvement Act (DAWIA) requirements
8. SEMDP, at this time, is not a prerequisite for DLAMP selection. They are parallel programs at the NAVAIR and DOD levels and are equally competitive.

NOMINATION PROCESS

1. Prepare application package to include:
 - DLAMP nomination form (Attachment 1)
 - education history of all graduate and undergraduate courses, DAWIA certification (if applicable) and exclude training less than two weeks long
 - career history (three page limit on resume)
 - description on how candidate meets executive core competencies (three page limit)
 - letter of recommendation from first level supervisor
 - letter of endorsement from local and national level Competency Leader
2. Submit nominations through the chain-of-command, in accordance with the prototype process at enclosure (4) **(DEADLINE DATE BACK TO YOUR DLAMP SITE COORDINATOR IS 25 AUGUST 1999)**.

ASSIGNMENT

The DON shall determine the availability of assignment for DLAMP participants into DLAMP positions. Consistent with applicable statutes and regulations, DLAMP participants will be the primary source for filling identified DLAMP positions. Additional applicants may be considered only when they meet all selection criteria for the DLAMP position. Competency Leaders will retain the ability to select the most qualified person for the position from the pool of applicants. If a non-DLAMP person is selected by the Competency specific reasons and justification for the selection must be provided.

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