



Department of the Navy Executive Management Program Office Bridging the Gap Leadership Development Program

Department of Navy (DON) senior executives recognize that investing in the current civilian workforce and properly developing them for future leadership positions is critical to sustaining and advancing the Department's mission. The Executive Management Program Office (EMPO) sponsors Bridging the Gap as a proactive approach to this goal. This 12-month program focuses on connecting the GS-14 & GS-15 (and equivalent) workforce with the competencies, knowledge and skills that lead to becoming a member of the Executive Corps (SES, DISES, DISL, SL, ST). Bridging the Gap is just one avenue for the deliberate development of senior civilian leaders, recognizing the need to develop future executive talent. 2020-2021 cohort information is available at the following link:

<https://portal.secnav.navy.mil/orgs/MRA/DONHR/EMPO/Pages/Bridging-The-Gap.aspx>

LOGISTICS

Training materials, instructor cost and books are provided at no cost to the participant's organization. Travel and per diem is the responsibility of the participant's organization/command. Virtual learning opportunities are available for participants outside the Washington D.C. National Capital Region. Commands are responsible for all TDY costs, EMPO provides all materials, tuition and training costs.

PROGRAM COMPONENTS

- **Three In-Person Cohort Sessions - Washington D.C. area *Mandatory***
Orientation April 6-9
Mid-Program Sept 14-18
Graduation Feb, 2021
- **Ten Monthly Brown Bags with Senior Executives**
Washington D.C. area *Mandatory*
(Virtual outside of the NCR)
2nd Tuesday of every month
- **Forty-hours of Senior Executive Shadowing**
- **360 Assessment / Self-Assessment**
- **Leadership Training**
- **ECQ Writing Workshops**
- **Professional Coaching**

OPM ECQ/COMPETENCIES

- **Leading Change:** Creativity and Innovation; External Awareness; Flexibility; Resilience; Strategic Thinking
- **Leading People:** Conflict Management; Leveraging Diversity; Developing Others; Team Building
- **Results Driven:** Accountability; Customer Service; Decisiveness; Entrepreneurship; Problem Solving; Technical Credibility
- **Business Acumen:** Financial Management; Human Capital Management; Technology Management
- **Building Coalitions:** Partnering; Political Savvy; Influencing/Negotiating