



NAVFAC
Naval Facilities Engineering Systems Command

FY26 Annual Leadership Programs Open Season Informational Session

June 2025

Agenda

- **Why a Leadership Program is Worth the Investment**
- **Application Process**
 - Eligibility
 - Key Updates and Guidance
 - Recommendations
- **NAVFAC Leadership Programs**
 - Aspiring Leader Development Program (ALDP)
 - Leadership Development Program (LDP)
 - Executive Coaching Program (ECP)
- **Program Testimonials**
- **Which Program is Right for You?**
- **Resources**
- **Questions**

NAVFAC Commander's Guidance



STRATEGIC PRIORITY #1 Accelerate Execution Performance

NAVFAC will focus on improving SYSCOM capabilities performance and accountability

-NAVFAC is committed to transparency, measurement, and accountability to improve our output to the Fleet.

STRATEGIC PRIORITY #3 Strengthen, Enhance, and Accelerate Workforce Learning and Performance

NAVFAC will accelerate the pace of learning

- To keep pace with the operational tempo of the Fleet, NAVFAC is committed to technical excellence, measured outcomes, and increased learning capacity of the workforce

Why a Leadership Program is Worth the Investment

Leadership programs are designed to help employees grow professionally at various stages of their career



Enhance leadership skills that translate to increased effectiveness and impact



Gain enterprise-level perspective and a broader understanding of how NAVFAC, the Navy, and the Department of Defense operate



Access mentorship, coaching, and networking opportunities that can increase professional exposure



Receive targeted development aligned with future career goals and leadership roles



Build adaptability and resilience to lead through uncertainty, shifting priorities, and organizational change

Who is Eligible to Apply?

Minimum Eligibility Criteria

- Must meet program grade level eligibility requirements on a permanent basis, and not be on a time-limited appointment
- Be a full time NAVFAC employee for the past 12 months
- Must have completed the first year of the supervisory probationary period, if applicable
- Must be compliant with mandatory certification and training requirements
- Have and maintain a performance rating on record of acceptable or equivalent
- Have a supervisor approved Individual Development Plan (IDP)
- **Other eligibility requirements may apply to certain programs**

All eligibility criteria must be met by the closing date of the application period.

Key Updates & Guidance

Open Season: 23 June through 1 August

The current announcement is for participation in FY26

- Two Consolidated Applications
 - Mid-Level Application
 - Senior-Level Application
- Additional Selection Process Changes
 - Applicants may apply to up to three programs but will only be selected for one program.
 - If endorsed by NAVFAC, DOD/DON applicants will proceed to complete the full application required by the respective program.
 - Interviews are only required for Senior-level applicants – excluding Executive Coaching.

Mid-Level Leadership Programs Application

Instructions: Place a check mark by all programs you are applying for in the chart below. Supervisors, please check the box next to all the programs for which you support the applicant's application below.

PROGRAM	REQUIRED ELIGIBILITY	APPLICANT	SUPERVISOR
NAVFAC PROGRAMS			
NAVFAC Aspiring Leader Development Program (ALDP)	GS-07 through GS-12 (and equivalent pay plans)	<input type="checkbox"/>	<input type="checkbox"/>
NAVFAC Leadership Development Program (LDP) Level 1	GS-12 through GS-13 Non-Supervisory	<input type="checkbox"/>	<input type="checkbox"/>
DON PROGRAMS			
Defense Civilian Emerging Leader Program (DCELP)	GS-07 through GS-12 (and equivalent pay plans)	<input type="checkbox"/>	<input type="checkbox"/>

The Executive Leadership Development Program (ELDP) is the only senior-level program that accepts GS-12 applicants; GS-12s applying to both mid-level programs and ELDP must submit both applications.

Senior-Level Leadership Programs Application

Instructions: Choose up to three programs from the list below and use the drop-down menu to indicate order of priority, 1 being your highest preference. Before applying, please ensure all program requirements are met (<https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Leadership-Programs/>).

Supervisors, indicate all programs endorsed for the applicant.

Note: An additional application may be required if selected at the NAVFAC level.

PROGRAMS	REQUIRED ELIGIBILITY	APPLICANT	SUPERVISOR
NAVFAC PROGRAMS			
NAVFAC Leadership Development Program (LDP) Level 2	Supervisory GS-12 through GS-13	Select ▾	<input type="checkbox"/>
NAVFAC Leadership Development Program (LDP) Level 3	GS-14 through GS-15	Select ▾	<input type="checkbox"/>
NAVFAC Executive Coaching Program	Supervisory GS-13 and above and Non-Supervisory GS-14 and above	Select ▾	<input type="checkbox"/>
DON PROGRAMS			
Navy Senior Leader Seminar (NSLS)	GS-15, Military O-6 and O-6 Selects	Select ▾	<input type="checkbox"/>
Bridging the Gap (BTG)	GS-14 through GS-15	Select ▾	<input type="checkbox"/>
DOD PROGRAMS			
Executive Leadership Development Program (ELDP)	GS-12 through GS-14 Military O-3 or O-4	Select ▾	<input type="checkbox"/>
Defense Senior Leader Development Program (DSLDP)	GS-14 through GS-15	Select ▾	<input type="checkbox"/>
Dwight D. Eisenhower School (ES)	GS-14 through GS-15	Select ▾	<input type="checkbox"/>

Recommendations

- Review all eligibility and application requirements before beginning the application process.
- **Begin the application early!** Allow sufficient time to complete the application.
- Schedule a meeting with your Supervisor to discuss program interest, career goals, and potential talking points to support endorsement.
- Request a mentor or advisor to review the application. Insight from experienced individuals can strengthen content and overall quality.
- Ensure all application questions are clearly answered, endorsements are complete, and all required signatures are included.

Complete your Individual Development Plan!

The deadline to finalize IDPs is 27 June, which includes approval by your Supervisor. IDPs are required to apply to Leadership Programs.

FY26 Leadership Program Offerings

NAVFAC Leadership Programs	Eligibility	Length of Program
Executive Coaching Program	Supervisors GS-13 through GS-15	1 year
Leadership Development Program (LDP) Level 1	Non-Supervisors GS-12 and GS-13	1 year
Leadership Development Program (LDP) Level 2	Supervisors GS-12 and GS-13	2 years
Leadership Development Program (LDP) Level 3	GS-14 and GS-15	2 years
Aspiring Leader Development Program (ALDP)	GS-7 through GS-12 & Equivalent	3 1-week Sessions
NAVFAC Navy Senior Leader Seminar (NSLS)	GS-15 and Military O-6 Designated Positions	1.5 weeks
DON Leadership Programs	Eligibility	Length of Program
Navy Senior Leader Seminar (NSLS)	GS-15 and Military O-6 Designated Positions	1 week
Bridging the Gap (BTG)	GS-14 through GS-15	1 year
DOD Leadership Programs	Eligibility	Length of Program
Defense Civilian Emerging Leader Program (DCELP)	GS-7 through GS-12 & Equivalent	3 1-week Sessions
Executive Leadership Development Program (ELDP)	GS-12 through GS-14 Military O-3 and O-4	1 year: Travel Requirements
Defense Senior Leader Development Program (DSLDP)	GS-14 through GS-15	Full Time Attendance
Dwight D. Eisenhower School (ES)	GS-14 through GS-15	Full Time Attendance

ALDP Program Structure

- **Program duration: Six (6) months**
 - **Eligibility requirements:**
 - **Permanently assigned to one of the following pay plans:**
 - GS-07 through GS-12
 - WD-01 through WD-10
 - WG-07 through WG-15
 - WL-05 through WL-13
 - WS-01 through WS-12
 - **Agree and sign a Continued Service Agreement (CSA)**
 - **Attend all three one-week training sessions which may be conducted either virtually or in-person at a designated training location**
- *Note: Graduates of entry-level programs are not eligible to apply for a Mid-Level program until one year after graduation.

ALDP Overview

ALDP Cadre I Dates:

Week 1: 16 - 20 March 2026

Week 2: 11 - 15 May 2026

Week 3: 3 - 7 August 2026

ALDP Cadre II Dates:

Week 1: 13 - 17 April 2026

Week 2: 8 - 12 June 2026

Week 3: 17 - 21 August 2026

•Week 1: Holistic Know Yourself and Seek Improvement

- Become aware of personality preferences and leadership styles through practice exercises and assessment tools.

•Week 2: Teaming – Come Together as a Team to Achieve a Common Goal

- Learn how to work in a team to achieve a common goal using various tools and assessments.

•Week 3: Transformation

- Utilize assessment results to identify strategies, encourage team building, enhance communications, identify solutions to problems, manage stress levels and work more cohesively in the best interest of the NAVFAC organization as a whole.

NAVFAC Leadership Development Program

The LDP consists of three levels of development:



- Level 1:** Develop knowledge of NAVFAC business operations and supervisory experience
- Level 2:** Adoption/transfer of business practices; develop professional network across NAVFAC
- Level 3:** Develop Headquarters awareness; corporate business operations and management issues; management expertise outside of immediate Directorate/Division

LDP Structured Training Plans

Rotational Assignments to Support Program Objectives

- Level 1: FM/BD/PWD and Supervisory
- Level 2: All NAVFAC Echelons, including NAVFAC HQ
- Level 3: NAVFAC HQ and one external rotation

Specific Development Project

- Flexibility to select project that supports developmental goal and work on a cross-functional team

Personal Assessment and Career Planning

- 360 Degree Assessment, Leadership Development Assessment Tool (LDAT), Individual Leadership Development Plan (ILDLP)

Leadership Engagement

- Mandatory attendance at the LDP Training Session held annually in Washington, DC

Corporate Perspective

- Attendance at leadership meetings and Governance Boards; Interviews with senior leadership

Mentoring

NAVFAC Executive Coaching Program

Executive Coaching is open to supervisory GS-13s or supervisory and non-supervisory GS-14/GS-15 employees (or equivalent) in leadership positions that want to develop their professional skills through personalized guidance and feedback.

Program Overview:

- 360 Assessment and Debrief
- 15 one-hour individual sessions with a certified professional coach
- Improve leadership competencies, strengthen decision-making capabilities and enhance team effectiveness

Which Program is Right for You?

- ✓ **Assess your career goals and developmental needs**
 - Technical proficiency is your first priority!
 - Recognize your strengths and weaknesses
- ✓ **Discuss career goals and developmental needs with your Supervisor**
 - Be open to constructive feedback
 - Develop an Individual Development Plan in Waypoints
 - Other development may be needed to prepare for a leadership program
 - Seek out developmental assignments in addition to training courses
- ✓ **Review leadership program descriptions and requirements**
 - Consider time commitments
 - Ability to balance workload and requirements of the leadership program

Where Can I Learn More?



The NAVFAC public site provides leadership program descriptions, applications, and other important information

LEADERSHIP PROGRAMS

NAVFAC employees are strongly encouraged to participate in leadership programs as part of their career development. If you are interested in participating in a leadership program during the upcoming fiscal year, you will need to submit an application during NAVFAC's annual call for nominations. Please carefully review the following information for more details.

PROGRAM REQUIREMENTS

All leadership programs applicants are required to:

- Meet the eligibility requirements found [here](#).
- Create a Leadership Individual Development Plan (IDP) in [Waypoints](#).
- Provide a resume that addresses all items in the Resume Template located [here](#).
- Mid-level Only:
 - Complete the Mid-Level Application found [here](#).
 - Review NAVFAC Non-Technical Workforce Development Competency Definitions found [here](#).
- Senior-level Only:
 - Complete the Senior-Level Application found [here](#).
 - Review Executive Core Qualifications (ECQs) found [here](#).

Note: Acquisition Workforce members must be compliant in career certification and continuous learning training requirements (see eligibility requirements).

IMPORTANT DATES

Dates for FY26 leadership program applications:

- 23 June - 01 August 2025: Open application period.
- 25 June 2025: Open-Season Info Sessions
 - Session 1: 0800 PT / 1100 ET ([Click Here to Join Session 1](#))
 - Session 2: 1500 PT / 1800 ET ([Click Here to Join Session 2](#))
- 01 August 2025: Completed application packages are due to your Command's BD17
- Winter 2025: Applicants are notified of acceptance decision.

SELECTION BOARD RATING CRITERIA

The factors the Selection Boards consider when reviewing leadership program applications are provided [here](#).

NAVFAC Websites

- **NAVFAC Leadership Programs:**

<https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Leadership-Programs/>

- **Waypoints for Individual Development Plan (IDP)**

https://don.csod.com/LMS/catalog/Welcome.aspx?tab_page_id=-67&tab_id=-1

“The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them.”

- John Maxwell

Questions?