



# Presidential Management Fellows Leadership Development Program (PMF LDP)

## Program Overview



**PMF** PRESIDENTIAL  
MANAGEMENT  
FELLOWS PROGRAM  
U.S. OFFICE OF PERSONNEL MANAGEMENT



# Program Overview

- *What Is The PMF Leadership Development Program (PMF LDP)?*
- *Why Was It Developed and What Are The Benefits?*
- *What Do I Need To Know About The PMF LDP To Support Fellows?*
- *Where Can I Find Out More?*





# Program Overview

## Year 1: Leading Self and Leading Others

### The PMF Journey

**3-Day On-site:** Includes a full day at the White House Complex (South Court) with Administration Notable Leaders, two full days at Mt. Vernon with senior faculty, OPM Leadership Potential Assessment (LPA), and Network Reception.

- Help new PMFs feel welcomed and valued in Government
- Help Fellows understand program requirements and processes
- Enable Fellows to create a roadmap of their two-year developmental journey
- Assess and evaluate each Fellow's proficiency levels against PMF competencies
- Coach Fellows to identify strengths to build on, and opportunities to strengthen leadership skills
- Teach Fellows basic principles of leadership



# Program Overview

## Year 2: Leading Change

**4-Day On-site: Fellows are exposed to three methodologies to immediately apply towards driving key outcomes that support the President's Management Agenda.**

- Develop leadership competencies by obtaining knowledge in methods and application
- Work in teams with Goal Leaders across Federal Government that will focus on real-life challenges, while incorporating one of the following methodologies:
  - Human Centered Design
  - Lean Six Sigma
  - Change Management
- Teach methods to focus on real issues within the Federal Government
- Enable Fellows to partake in action learning and results oriented change initiatives



# PMF LDP Tentative Schedule At-a-Glance

(NOTE: Dates are subject to change.)

Training Course/ Learning Event	Source/ Training Method	Duration/ Developmental Hours	Dates (subject to change)	Prerequisite
<b>Year 1:</b> <b>Leading Self and Leading Others</b>	<b>Onsite:</b> White House South Court Eisenhower Executive Office Building (EEOB)  George Washington's Mount Vernon	<b>3-Day</b>  <b>(24 hrs.)</b>	<b>Class of 2019</b> September 10-12, 2019-Fall April 21-23, 2020-Spring <b>Class of 2020</b> September 15-17, 2020-Fall	Completion of Year 1 in order to participate in Year 2
<b>Year 2:</b> <b>Leading Change</b>	<b>Onsite:</b> United States Office of Personnel Management (OPM)	<b>4-Day</b>  <b>(32 hrs.)</b>	<b>Class of 2017</b> January 29-February 1, 2019 June 4-6, 2019 <b>Class of 2018</b> January 28-31, 2020 June 9-12, 2020	Completion of Year 2 in order to participate Leadership III
<b>Challenge Project</b>	<b>Onsite:</b> U.S. Office of Personnel Management (OPM)	<b>1-Day</b>  <b>(24 hrs. project time and 7 hrs. for 1-Day presentation; Total of 31 hrs.)</b>	<b>Class of 2017</b> May 9, 2019 August 29, 2019 <b>Class of 2018</b> September 26, 2019 May 14, 2020 <b>Class of 2019</b> September 3, 2020	Complete entire 2-year Leadership Development Program to receive full credit
<b>Coaching Cohorts, Competency Development, and Networking Events</b>	<b>Virtual or In-Person:</b> Based on each Cohort Group	<b>90 minutes (six times per year), two peer-to-peer sessions, and optional networking events</b>  <b>(20 hrs.)</b>	<b>Class of 2017-</b> Complete <b>Class of 2018</b> -Nov 2018 (Cohort III) -May 2019 (Cohort IV) <b>Class of 2019-</b> -September 2019 (Cohort V) -April 2020 (Cohort VI)	Throughout the 2-year PMF LDP



# *What is the PMF Leadership Development Program (PMF LDP)?*

Supports Fellows' leadership journey through two years of rigorous skills development that fulfills up to 107 hours of the mandatory training and developmental requirements.

## Competencies Covered:

- **Accountability**
- **Conflict Management**
- **Continual Learning**
- **Creativity/Innovation**
- **Decisiveness**
- **Developing Others**
- **Flexibility**
- **Influencing/Negotiating**
- **Partnering**
- **Political Savvy**
- **Problem Solving**
- **Public Service Motivation**
- **Resilience**
- **Team Building**



# *What is the PMF Leadership Development Program (PMF LDP)?*

## **The PMF LDP Accomplishes The Following:**

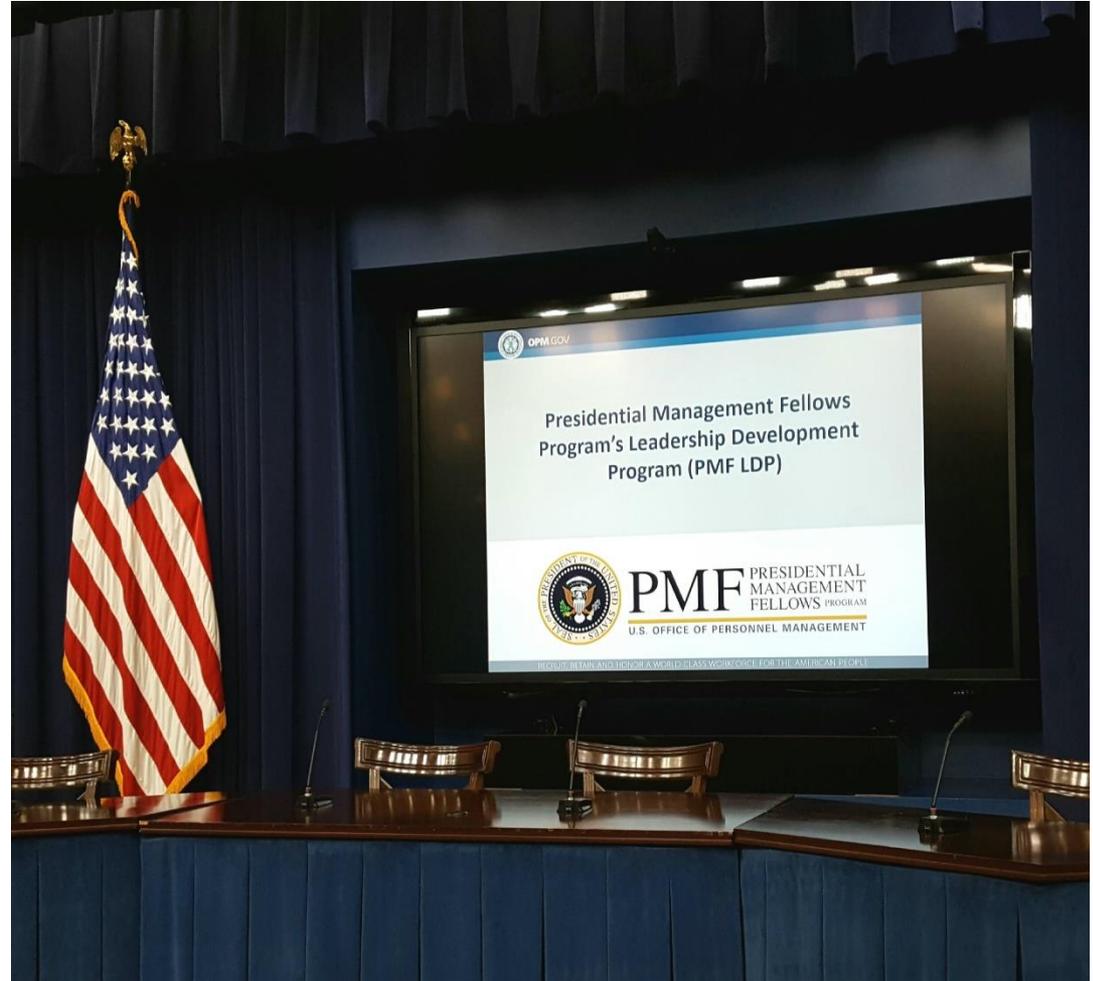
- Delivers a premier developmental experience that equips Fellows for future leadership roles in 21<sup>st</sup> century government.
- Supports Agency PMF Coordinators in fulfilling their roles as guides to PMF development.
- Supports Agency PMF Hiring Managers and Supervisors in fulfilling their roles as models and mentors.
- Builds a strong esprit de corps across each PMF Class through Collaboration and Relationship Building.
- Applies experiential learning methods to ensure learning transfer.
- Connects accomplished PMF Alumni with current PMFs to serve as models, mentors, and guides.



# Why Was It Developed And What Are The Benefits?

In 2016, the U.S. Office of Personnel Management (OPM) reviewed the PMF Program's entire business process in order to ensure it fulfills its stated promise of building strong leadership succession pipelines, while addressing the new complexities of 21st century governance.

The goal of the PMF Program's leadership component is to provide a world class, actionable leadership development experience for Fellows that fully prepares them to step into leadership roles upon completion of their fellowship.





# *Why Was It Developed And What Are The Benefits?*

- ✓ Over 100 Training and Developmental Hours within a two year program
- ✓ Customized Curriculum Designed for Fellows
- ✓ Experienced Qualified Faculty from the Federal Executive Institute
- ✓ Program Development specific to OPM Executive Core Qualifications
- ✓ Curriculum based on 14 competencies
- ✓ Receives a Leadership Potential Assessment (LPA)
- ✓ One Year of Ongoing Competency Development with Certified Federal Coaches
- ✓ Application of Learning: Challenge Project in Year 2 is hands on and direct immersion into the President's Management Agenda (PMA)
- ✓ Quarterly Networking Events with Fellows and Alumni (Developmental Hours)



# *What Do I Need To Know About The PMF LDP To Support Fellows?*

## **To Best Support Fellows in Your Agency:**

- Review the PMF LDP Journey Model, listing the competencies covered in for Year 1 and 2
- Support the Time Commitment Required to Develop Learning and Strengthen Vital Leadership Skills
- Communicate Progress Regularly and Review Individual Development Plan (IDP)
- Support and Encourage Application/Learning on the Job
- Communicate Information to Fellows about the PMF LDP
- Know the Criteria for Fellows to be eligible for the PMF LDP (next slide)



# *What Do I Need To Know About The PMF LDP To Support Fellows?*

**The 2-Year PMF LDP Value is \$15,000 Per Fellow (based on outside vendors) and no additional cost to agencies (with the exception of any travel costs for Fellows).**

## **Eligibility to Participate:**

- The PMF has onboarded with the appointing agency and their appointment information is current in the PMF TMS
  - The Agency PMF Coordinator records and maintains the appointment in the PMF TMS
- The appointing agency has submitted the one-time placement fee for the initial appointment
  - Instructions and financial forms available under the “Agencies/Resources” section at [www.pmf.gov](http://www.pmf.gov)



## *Where Can I Find Out More?*

- General information about the PMF LDP can be found on the PMF website at <https://www.pmf.gov/current-pmfs/training-and-development/leadership-development-program/>
- Additional training and developmental requirements for Fellows can be found on the PMF website at <https://www.pmf.gov/current-pmfs/training-and-development/>
- These slides, along with the PMF LDP Journey Model and FAQs, can be found under the “Current PMFs/Resources” section on the PMF website
- A current List of Agency PMF Coordinators can be found at <https://apply.pmf.gov/coordinators.aspx>
- The value proposition and overview for agencies can be found at <https://www.pmf.gov/agencies/value-proposition-and-overview.aspx>
- Email any PMF Program and PMF LDP questions to [pmf@opm.gov](mailto:pmf@opm.gov)