

What is PMF?

Bearing the Presidential Seal, the Presidential Management Fellows (PMF) Program is the Federal Government's flagship leadership development program for advanced degree holders. The mission: **To recruit top talent and develop a cadre of future government leaders.** The PMF Program creates a lasting bond among Fellows and Alumni, and instills a spirit of public service, ultimately encouraging and leading to a career in government.

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

The PMF LDP was established to support a PMF's leadership journey during their two-year fellowship and provides 100+ hours of formal interactive training and development toward fellowship requirements. The program is designed to:

- Deliver a premier developmental experience that equips PMFs for future leadership roles in 21st century government
- Assist supervisors in fulfilling their roles as models and mentors
- Cultivate a strong esprit de corps across each PMF Class through collaboration and relationship building
- Apply experiential learning methods to work-related projects
- Connect accomplished PMF Alumni with current PMFs to serve as mentors and guides

PMF Program Mission

To recruit and develop tomorrow's Federal Government leaders.

Want to learn more?

Visit: www.pmf.gov

Email: pmf@opm.gov

For more information on the **PMF LDP**, including a timeline, journey model, and FAQs, visit:
www.pmf.gov/current-pmfs/training-and-development/leadership-development-program/

Meet the team:

www.pmf.gov/about-us/meet-the-team



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“A call to lead, a call to serve.”

The Presidential Management Fellows Leadership Development Program (PMF LDP)



“The PMF LDP has inspired me to challenge myself in my work. The sessions kept me motivated to keep pushing myself, and they reminded me why I got into government service in the first place...”
-PMF LDP Participant

Year 1: Leading Self and Leading Others

The PMF LDP is divided into “Year 1” and “Year 2” components. Year 1 is focused on “Leading Self and Leading Others” and includes a 3-day on-site.

The objectives of Year 1 are:

- Help new PMFs feel welcomed and valued in the Federal Government
- Teach Fellows basic principles of Leadership
- 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 develop leadership skills

Competencies covered in Year 1:

Conflict Management, Continual Learning, Creativity/Innovation, Developing Others, Influencing/Negotiating, Motivation to Serve, Resilience



Above: Year 1 Fellows attend a PMF Alumni panel during the Year 1 on-site

Year 2: Leading Change

Year 2 is focused on “Leading Change” and includes a 4-day on-site where Fellows are exposed to methodologies that they immediately utilize to drive key outcomes connected to the President’s Management Agenda (PMA).



Above: Year 2 Fellows working with senior leaders

The objectives of Year 2 are:

- Further develop leadership competencies by applying knowledge obtained throughout the PMF LDP
- Work in PMF teams with Goal Leaders across Federal Government utilizing one of the following methodologies: Human-Centered Design, Lean Six Sigma, and Change Management
- PMF teams incorporate the above methodologies to complete a “Challenge Project,” focused on current issues facing the Federal Government

Competencies covered in Year 2:

Decisiveness, Flexibility, Partnering, Political Savvy, Problem Solving, Team Building

The PMF LDP also includes:

- ✓ 100+ Developmental Hours (toward the 80 hours per year requirement)
- ✓ Leadership Potential Assessment
- ✓ “Challenge Project” directly related to the President’s Management Agenda (PMA)
- ✓ Quarterly Networking Events with other Fellows and Alumni
- ✓ Coaching Cohort for further competency development
- ✓ Seasoned faculty from the Federal Executive Institute and beyond
- ✓ Customized curriculum designed for Fellows

PMF LDP Eligibility

A Fellow is eligible for the PMF LDP if:

- The Fellow has onboarded at a Federal agency
- The Fellow’s appointing agency has obligated funds for the PMF reimbursement fee
- The Fellow has approval from their supervisor

Cost?

Included in the PMF reimbursement fee paid by agencies (minus any travel expenses). The value of this development program is estimated at over double the full reimbursement fee cost for each Fellow.