



## PARTNERSHIP FOR PUBLIC SERVICE

### LEADERSHIP EXCELLENCE IN ACQUISITION PROGRAM

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#### ABOUT THE PARTNERSHIP FOR PUBLIC SERVICE

The Partnership for Public Service is a nonprofit, nonpartisan organization that works to revitalize our federal government by inspiring a new generation to public service and transforming the way government works.

#### ABOUT THE CENTER FOR GOVERNMENT LEADERSHIP

Our *Center for Government Leadership* is an essential element to achieving our mission. Through our various leadership programs, we equip federal leaders to deliver results by building strong teams, driving innovation and working across boundaries. Already in 2014, we have worked with more than 1,200 federal leaders, and the feedback we receive indicates that we offer federal agencies a distinct benefit because we are:

**Mission-driven:** As a nonpartisan, nonprofit organization focused exclusively on improving government, we build our programs for the federal workforce. Our mission is your mission.

**Action-oriented:** Our team has a breadth of experience working in the public, private and nonprofit sectors – ensuring that participants are exposed to the best theory and the practical, real-life experience necessary to lead effectively. Our programs are research-based and designed to equip leaders in the federal workforce with what they need to achieve more.

**Results-focused:** Our leadership programs produce measurable results. Ninety-seven percent of participants would recommend our programs to a colleague. Ninety-eight percent of participants report applying lessons learned on-the-job to become more effective leaders. Our participants' supervisors and employees also see them improving based on our post-program evaluations.

#### ABOUT THE LEADERSHIP EXCELLENCE IN ACQUISITION PROGRAM

The Partnership's Best Places to Work in the Federal Government rankings reveal that senior leaders have the greatest impact on employee satisfaction and commitment, yet leadership is one of the areas where government underperforms most significantly.

Addressing a need identified by the Office of Federal Procurement Policy, the *Leadership Excellence in Acquisition Program* (LEAP) strengthens the leadership skills of federal acquisition professionals through a combination of innovative coursework, peer collaboration, best practice benchmarking and facilitated dialogue with industry leaders. During the ten-month program, participants learn how communication, strategic thinking and innovation play a critical role in leading agency operations.

Participants complete 6 sessions over the course of 10 months, covering topics like:

- Values, Vision and Mission
- Leading Teams
- Managing and Motivating Others
- Driving Innovation
- Achieving Results
- Synthesis and Celebration

## PROGRAM COMPONENTS

### **Coursework: Leaders Teaching Leaders**

LEAP brings world-class public, private and nonprofit sector leaders together to help participants apply leading management principles to their jobs. The coursework includes approximately six two-day sessions throughout the program year.

Our goal is to make each of these sessions highly interactive and applicable to participants' jobs so they return to work with practical tools they can use to improve job performance immediately. To make this possible, we need participants' full participation in each session.

We expect participants to prepare for each class session by reading the required materials for each session. Following each session, we encourage participants to reflect on lessons learned. We also recommend that participants maintain a journal to reflect on the experience throughout the program.

### **Capstone Projects: Solving Government's Acquisition Problems**

Leaders learn best by doing. Participants reinforce lessons taught in the classroom by working with agency executives to tackle complex issues confronting the federal acquisition profession.

Throughout the program, participants work with a team of five to seven participants to tackle a critical challenge identified by a senior leader in the federal government. Each team is expected to deliver tangible results.

### **Mentoring: Learning from Others**

The mentoring component of the LEAP program provides participants with the opportunity to gain insight from experienced executives on issues related to their personal and professional development. Participants' responses to the enrollment survey and mentoring questionnaires are used to identify optimal matches with vetted, experienced federal executives. Once matched, participants are expected to meet with their mentor at least twice over the program year. This component of the program is optional.

### **Benchmarks: Observing the Best in Action**

Throughout the year, participants benchmark successful organizations for a behind-the-scenes look at their strategies for delivering results. Benchmarks give participants the opportunity to engage with senior leaders to learn about their personal leadership stories and experiences within their organizations. To translate these lessons into action, we use a process known as POCA—Preparation, Observation, Comparison, Action.

### **Networking: Creating a Cadre of Change Agents**

Participants join a community of leaders who support continued learning through networking, online forums and other ongoing professional development opportunities. Participants have the opportunity to network with the individuals in their class and other members of the Partnership's Leadership Alumni Community, comprised of more than 5,000 former participants from various leadership development programs at the Partnership.

## LEAP PARTICIPANTS

Participants from our first two cohorts represent 18 agencies, including:

- Architect of the Capitol
- Corporation for National and Community Service
- Department of Agriculture
- Department of Education
- Department of Energy
- Department of Health and Human Services
- Department of Homeland Security
- Department of the Interior
- Department of Transportation
- Department of Veterans Affairs
- Federal Communication Commission
- General Services Administration
- Millennium Challenge Corporation
- Social Security Administration
- National Science Foundation
- Department of Justice
- Department of State
- Small Business Administration

For more information, please visit [www.ourpublicservice.org/leap](http://www.ourpublicservice.org/leap)