

Office of Human Capital Management
Innovations and Solutions, HR-20

EXCELLENCE IN GOVERNMENT FELLOWS PROGRAM

Administered by
The Council for Excellence in Government

Objective:

This training announcement is to solicit candidates for the Excellence in Government and e-Government Fellows programs. (Candidates for e-Government Fellows are leaders with particular responsibility for implementing information and communication strategies and technologies.) This leadership development program is coordinated Department-wide by the Office of Enterprise Training Services (HR-21) and is administered by The Council for Excellence in Government. Fellows build the leadership and management skills to lead people, communicate effectively, form partnerships, remain focused and flexible in changing work environments, and achieve important results. They leave the program knowing how to formulate a vision consistent with an agency's mission; set goals and take actions towards achieving them; and measure and achieve results in complex environments. Program participants will continue in their present positions and perform their normal duties. This program does not involve a promotion or a change in position.

Eligibility:

Federal employees at the GS-14 and GS-15 levels. Exceptional managers at the GS-13 level may also apply.

Components:

Participants in the Excellence in Government and e-Government Fellows programs complete a self-assessment and plan their development with individualized coaching. Fellows meet for a total of 21 days over the course of a year to study in teams of 20-25 individuals under the guidance of a professional coach. Each team identifies a significant, measurable project that can produce visible and important results within the program year and works to accomplish their project. Fellows are expected to work on assignments and projects between each session. Benchmarking site visits with leading corporations are a hallmark of the program. The program also includes guest leader visits, readings, and invitations to special Council events, such as Evenings of Excellence.

For the investment of time and resources, the growth curve is steep, as Fellows learn to measure and achieve results in complex environments, navigate difficult ethical situations, and apply business knowledge to government problems. The curriculum allows Fellows to actually apply what they are learning and generate a return on the investment in the program for themselves and their agencies. Fellows build new leadership skills as well as a clear understanding and renewed commitment to the vision, values, and missions of their agencies. Graduates join a network of more than 2,000 former Fellows across the federal government who remain connected through special events and online resources. The benefits of the program extend beyond individuals and agencies by contributing to a better performing, results-oriented government.

Cost:

Tuition is \$9,800 and is the responsibility of the participant's organization, as are travel and per diem expenses.

Program Cycle:

A twelve-month program that begins April 16, 2007.

Continued Service Agreement:

Successful applicants must sign a continued service agreement to participate in this program.

Nomination Procedure:

Each nomination package **must be approved by the head of the participant's departmental element and coordinated through his or her training liaison/officer/coordinator**. Please **DO NOT apply online** directly to CEG. Please call Karen Lerma at (202) 834-5079 for specific application instructions. The application package must include a résumé; a completed application form, which may be obtained online under "Programs," then "Excellence in Government Fellows" at www.excelgov.org; a statement of recommendation from a senior leader, and a training request form. For those organizations currently using the Corporate Human Resource Information System (CHRIS) training workflow, please use workflow to submit your request for training enrollment. For those organizations not currently using the training workflow process, please follow your existing interoffice registration process.

Point of Contact: Karen Lerma, Corporate Training Officer, Office of Innovations and Solutions, Enterprise Training Services, HR-21 at (202) 834-5079 or karen.lerma@hq.doe.gov.

Nom. Due Date: Due by March 22, 2007.

Additional Information More detailed information on the program is available on The Council for Excellence in Government Website www.excelgov.org, under “Programs,” then “Excellence in Government Fellows.”