
White House Leadership Development Program: Frequently Asked Questions (FAQs)

What is the WHLDP?

As part of the President's continued commitment to training and developing the Government's high performers and senior leaders, the Administration launched the White House Leadership Development Program. Through this program, GS-15 (and equivalent) employees will participate in rotational assignments to drive progress on Cross-Agency Priority (CAP) Goals and lead change across Departments and programs. Participants in the program will gain valuable experience by playing a key role in addressing critical management challenges facing the Federal Government and will build networks and best practices to leverage in their home agencies.

What is the Purpose of the Program?

Whether within in agencies or across organizations, the challenges facing federal career leaders span boundaries and require unprecedented collaboration and networks to achieve mission success.

The WHLDP will focus on strengthening the next generation of leaders, including building a pipeline of talented GS-15s (and equivalents) who aspire to the Senior Executive Service (SES), by focusing on cross-agency management skills and by providing experience in implementing mission-critical programs across organizations through the Cross-Agency Priority Goals.

Participants will also gain unique understanding of the Executive Office of the President (EOP) offices, develop a strong network of contacts across agencies and functional areas, and develop targeted competencies through formal training and development.

Upon completing the program, participants will bring valuable experience back to their agencies, creating a cadre of leaders with increased skillsets and networks they can leverage on agency priorities.

WHLDP Program Details

The program is for high-performing GS-15 (and equivalent) employees and will provide Fellows with experience gained through work on Cross-Agency Priority Goals. The program will also contain a strong development component built around Executive Core Qualifications (ECQs) and other skillsets that are critical to enterprise leaders.

WHLDP Fellows will participate in a one year rotational assignment that allows them to focus on driving progress on mission-critical priorities through implementation of CAP Goal milestones.

WHLDP Fellows will spend approximately 80 percent of their time gaining on-the-job experience and 20 percent of their time in developmental programming.

The program is a one year, non-reimbursable developmental rotation. The first WHLDP cohort of approximately 10 Fellows will start in October 2015.

What is the Benefit to the Participant?

- The program provides a collaborative, cross-agency and cross-functional experience.
- Expanded network and contacts across agencies and functional areas.
- Experience managing high-priority goals into a Presidential transition.
- Experience implementing high-priority projects across multiple agencies and access to agency leaders and different cultures.
- Access to OMB/EOP to create contacts and learn how the offices function and interface with agencies.
- Weekly developmental programming, including a speaker series, workshops, coaching and mentoring.
- An alumni network that facilitates relationship building and access to post-program events.

What is the Benefit to the Agency?

- High-profile rotation experience backed by White House to further develop emerging leaders.
- An employee with experience and contacts in OMB/EOP and across government agencies.
- An employee with experience working in a challenging situation tasked with bringing together stakeholders across organizations and functional areas to implement mission-critical priorities – skills they can leverage upon return to their home agency.
- An employee with experience planning for a transition to ensure that high-priority goals and progress are maintained.

What Specific Projects Will WHLDP Fellows Work On?

There are 15 Cross-Agency Priority Goals (<http://www.performance.gov/cap-goals-list>) that have been identified by the Administration, in conjunction with agencies, which provide a unique opportunity for program participants. Each CAP Goal has an OMB/EOP and Agency lead – the program participant will work directly with those leads to oversee and implement FY16 Goal milestones and related projects.

More Information

Information on nominations and general programmatic information have been distributed to agency Chief Human Capital Officers and Chief Learning Officers.

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