

NOAA Leadership Competencies Development Program (LCDP)



LCDP VI at the Federal Executive Institute; Charlottesville, VA – April 2008



NOAA LCDP Program

- Competitive, intermittent 18-month, leadership development program
- Highly customized for agency employees
- Promotes cross-line experiences
- NOAA's key succession planning initiative



LCDP Key Components

- Individual Development Plan (IDP)
- Leadership training program
- Formal mentoring relationship
- 360-degree assessment
- Developmental activities



NOAA LCDP Community

- 6 previous classes
- Over 135 alumni
- Over 100 volunteer mentors
- Numerous developmental assignment hosts



Leadership Training

“The formal training at FEI left me with a much better sense of the broad range of issues facing NOAA and the different approaches to leadership.”

~ LCDP Graduate



LCDP team building activity at Falls River Outdoor Center



Developmental Assignments



“Having varied assignments offered a unique perspective about how managers and leaders operate, and what I might emulate, or not.”

~ LCDP Graduate

Getting ready to survey for Beluga whales
on assignment in Alaska
August 2008 (Nicole Le Boeuf)



Applying to LCDP VII

- Open September 1- 30, 2009
- Apply online – press SUBMIT
- Supervisor Statement required
- Program begins April 2010



Applicant Eligibility

- Currently GS-13/14/15 or equivalent
- Full-time NOAA employee for 1 year
- Not currently in another long-term development program



Selection Process

- Follows merit principles
 - Applications rated and ranked
 - Best qualified applicants interviewed
 - Final selection by Deputy Under Secretary
- Based on NOAA's criteria
 - 6 Leadership Competencies
 - Demonstrate experience and/or **potential**



LCDP Website

- Program Info
 - LCDP Details & How to Apply
 - Alumni & Mentor Feedback
 - Activities of Previous Classes
- People Info
 - Line/Corporate Office Coordinators
 - Alumni & Mentor Bios

<http://lcdp.noaa.gov>



LCDP Supervisor Support

- Critical to participant's success
- Significant time commitment
 - 4-1/2 weeks of training at FEI
 - 2 or 3 assignments (3 - 4 months each)
 - Other developmental activities
- Funding decisions by Line/Corporate Office
 - Cost to home



LCDP Supervisor Roles

- Provide input to IDP development
 - May have unique perspective
- Meet with participant & mentor together
 - All agree on goals and necessary support
- Support participant in fulfilling IDP

Participant should have agreement with supervisor that he/she will do all of these.