

USACE LEADERSHIP DEVELOPMENT PROGRAMS

DIVISION/ DISTRICT	DESCRIPTION	ELIGIBILITY	LENGTH	COST	AFFILIATION	WEB ADDRESS/POC
LRD	Division Office Seminars. Dev of Supervisors seminar; core supervisory competencies; personal priorities; effective team mgt; work planning & scheduling; empowering people overcoming obstacles	Managers, supervisors team/project leaders		\$230 per person		
LRD	Temporary high grade developmental position program	GS-13s, all series	NTE 1 YEAR	Minimal (no travel or per diem)	Developmental Position Program	
LRB, Buffalo	Principles of Ldrshp; Managing Project Mfg; Employee Relations; Effective Business Communications; Dynamics of Organizational Behavior & Ldrshp Problems & Issues	All full-time, permanent employees	20 weekly sessions	\$25,000	Cornell University School of Industrial and Labor Relations	Jerry Poplawski, (716)879-4196
LRC, Chicago	Principles of Ldrshp, Team Building, Continual Learning, Conflict Mgt, Oral & Written Communication Skills, Organizational Dynamics & Diversity	All full-time permanent employees in non-supervisory positions, including team leaders, at grades G-05 or WG-05 up to & including GS-12 o WG-12	4 1-week sessions, Cot thru Jun	\$25,000 plus labor & travel	Internal & external facilitators	Ron Abrant, (312)353-6400 ext 4037
LRE, Detroit	Communications skills, problem solving, conflict mtg, team building, decision making, ldrshp in the Corps	Permanent employees, GS-12 and below	1 year with 4-6 sessions	\$2,000 per person	Internal & external facilitators	MAJ Regan McDonald, (313)226-6572
LRH, Huntington	Opening Retreat, Self-evaluation; 80 class hrs formal ldrshp tng; mandatory ITC, field trips to non-governmental, high performing organizations, outside study - one book per month, symposia/ speakers as available, graduation ceremony.	Employees with career status, 3-yrs svc & a statement of supervisory support	1 year	\$5,000 per person	Marshall University, College of Business	Bob Yost, (304)529-5276

DIVISION/ DISTRICT	DESCRIPTION	ELIGIBILITY	LENGTH	COST	AFFILIATION	WEB ADDRESS/POC
LRL, Louisville	Leadership Initiatives for Employees (LIFE). Six modules: 1. Training; 2. Customer Svc; 3. Teamwork; 4. Computer Technology; 5. Communication & 6. Ldrshp. All of these modules are planned developed and presented by LRL employees. Some modules have outside speakers/presenters, some utilize the expertise of District employees.	All full-time permanent employees	4-8 hrs per module, plus individual time	\$6-9K is budgeted (District budget) for this program; includes materials and speakers; labor is not included		Sherri O'Keefe, (502)315-7043
LRL, Louisville	Louisville District Public Mgt Certificate (PMC) Program: Org Design & Behavior, Prof Dev Practicum, Public Pers Mgt, Managing Gov't Opns, USACE in 21st Century (APIC course additional for LRL members)	Up to 20 District employees and 5 from other districts and the division office		\$3,000 first year, \$2,000 second year (cost includes only tuition and materials; labor varies)		Sherri O'Keefe, (502)315-7043
LRN, Nashville	The LRN LPD is a part-time, year long, multi-faceted ldrshp & mgt dev program. It includes a 3-day formal team building retreat, an analysis of one's ldrshp style, attendance at university classes, visits to field sites, attendance at District Staff and Project Review Board (PRB) meetings, briefings by the Commander, participation in the District business plan workshop, best-in-class industry site visits, and developmental assignments for graduates.	Career status employees with a minimum of five years of Federal service	Spans a 12-month period, beginning in Jan and concluding in Dec. Employees participate on a part-time basis while assigned to their regular positions	\$6,250 per student	Belmont University Center for Quality and Professional Development	www.orn.usace.army.mil. MAJ Richard Shelton, Prog Adv, (615)736-5627 or John Stanton, Prog Adm, (615)736-7906

DIVISION/ DISTRICT	DESCRIPTION	ELIGIBILITY	LENGTH	COST	AFFILIATION	WEB ADDRESS/POC
LRN, Nashville	Employees Achieving Greatness & Ldrshp Excellence (EAGLE). District briefings and perspectives, career mgt, ldrshp skills, team building, presentation skills, self-dev. Formal university level classes taught by Belmont University	16 full-time employees. Open to all grades and series, but geared towards wage grade and lower graded GS employees. Spaces proportionally allocated throughout district organizations. Selection through a series of lotteries	7-months (approx 2 days per month).	\$2,700 per student. Belmont contract cost)	Belmont University Center for Quality and Professional Development	www.orn.usace.army.mil. MAJ Richard Shelton, Prog Adv, (615)736-5627 or John Stanton, Prog Adm, (615)736-7906
LRP, Pittsburgh	Program is 12 month duration with employees attending seminars focusing on various ldrshp issues one day per month. Also includes assigned readings, group project, and visits to outside organizations to discuss/observe ldrshp programs.	GS-06-12 and comparable wage system employees with 2 years of District experience.	12 months	Approx \$6,000 per participant (12 participant s)		
MVD	No					
MVK, Vicksburg	Under development					Leah Vantrease, (601)631-5234
MVM, Memphis	Under development					MAJ Todd Gile, (901)544-0719
MVN, New Orleans	Under development					Kevin Wagner, (504)862-2509
MVP, St. Paul	Specialized courses on ldrshp/mgt. Required enrollment in Toastmasters. Attendance at various mtgs - district staff, BOD, RMB, PRB, PII, Attend District Ldrshp Off-site mtg. Required reading (5 books) Six month developmental assignment. Special assignments. Monthly mtgs with guest speakers.	All permanent employees. GS & WG	1-1/2 yrs	\$98K budgeted for 2002 class		Mike Knoff, (651)290-5600
MVR, Rock Island	The DP will provide an opportunity for ldrshp dev, through training, and on-the-job experience. The program includes reading assignments; an analysis of one's ldrshp style; visits to MVD, a field site and/or private industries; attendance at senior staff mtgs; participation on team projects; a mentoring relationship with a senior manager;	GS-11 - 13 and all hourly equivalent wage-grade employees	Tier 1 & II to be completed over a 12-18 month period	\$5,5000/L DP participant		Mari Fournier, (309)794-5510

DIVISION/ DISTRICT	DESCRIPTION	ELIGIBILITY	LENGTH	COST	AFFILIATION	WEB ADDRESS/POC
MVS, St. Louis	Under development					
NAD	No					
NAB, Baltimore	ILDC, lead, OLE, Covey, LDP, DLAMP, Informal Cross Dev Functional Off-Site Tng, Project Resource Mgt Off-sites. Periodic Town Hall Mtgs to discuss: Career Dev, Ldrshp Competencies, Resume Writing, Strategic Vision, Professional Mgt Bus Practices, and Team Mgt. CP-18, E&S(RC) rotational assignments.	Some ldrshp programs are direct to employees at the GS-11 and above. Informal functional cross dev at grades 12 - 15 levels. Most ldrshp tng open to all employees within the District.	Depends on tng session/ Program	Varies		
NAE, New England	Employee Relations; Individual Dev Plans (IDP); Core supervisory competencies; Employee empowerment; Outside study; LEAAD; local CP-18 Board; on-site mini tng sessions; intern ldrshp dev.	All District Employees except for Local CP-18 Board which applies to CP-18 Registrants only				
NAN, New York	No					
NAO, Norfolk	Three-tiered program involving required readings (Tier I: shadowing, public speaking, ldrshp tng & team participation activities; Tier II: and a graduate Tier III: where those who have completed tiers I and II mentor those who have not.	All District employees	Tier I is self-paced. Tier II is intended to take 1 year. Tier II perpetual	Variable	None	Bob Hume, (757)441-7657
NAP, Philadelphia	Under development	All full-time permanent employees				
NAU, Europe						
NOW, Omaha	Teamwork; mission, organization, bus practices & project complexity; dist members, functions & the value of diversity; corp perspective; dealing w/rapid change; indiv confidence, encouraging innovatio9n; understanding customers, partners & Strategic Vision; how the District fits into the "big picture" among other Federal, state & local agencies	GS 9-13 and journey-level workers in trade and craft positions (GW)	1 year	\$3,600 per person tuition, plus travel expenses to Wash, D.C. and field ofc	Bellevue University	Kathy Grove, (402)221-4078

DIVISION/ DISTRICT	DESCRIPTION	ELIGIBILITY	LENGTH	COST	AFFILIATION	WEB ADDRESS/POC
NWD	No					
NWK, Kansas City	A part-time, year long, multi-faceted ldrshp & mgt dev program. The program includes an analysis of one's ldrshp style, guided preparation of an Individual Development Plan (IDP), attendance at university classes, visits to the HQ and field sites, attendance at District Staff Meetings, participation on team projects, briefings by the Commander, and a mentoring relationship with a senior manager.	Target GS-9 through 12 considering 13	1 year	\$24,000/p erson includes travel, contract and admin	Rockhurst University and National Seminars	Sue Gehrt, (816)983-3635
NWP, Portland	Administration in Gov't; Professional Dev; Nat'l Policy & Process (includes 1 week trip to Washington, D.C.) all grad courses taught at PSU; Speechcraft	Open to all, geared to GS-09-14s, all series	1 year	\$6825 per person (cost reflects only tuition & materials, labor varies)	Portland State University	NWPLeadershipDeve lopmentProgram. Vickie Ashenbrenner, (503)808-4503
NWS, Seattle,	Mgt Intern Program. Ldrshp competence, applicatin of core values & behaviors; ldrshp perspectives; systems thinking; self knowledge & assessment; interpersonal skills; cross functional perspectives	All targeted to GS-9 & above & journey-level workers in trade & craft positions (WG)		%5,000 per person		Karen Northup, (206)764-3310
NWW, Walla Walla	Teamwork; dev a corporate view; understanding Dist functions, members, diversity; understanding the Corps & how it fits in w/customers, partners & other Federal, local & state agencies	All permanent employees		\$5,000 per person		
POD	Participants attend management level training; enhance their skills through cross-training; learn management techniques and styles by shadowing established leaders; and stimulate their personal and career growth through guided and self-development activities. Current program under review and major overhaul.	All permanent employees with 3 years of federal service, to include foreign national employees in overseas districts.	Upon completion of program requirements, NTE 3 years	Varies by employee	None	Cindy Livermore, (808)438-6952

DIVISION/ DISTRICT	DESCRIPTION	ELIGIBILITY	LENGTH	COST	AFFILIATION	WEB ADDRESS/POC
POA, Alaska	Participates in the Pacific Ocean Division (POD) Program.	All permanent employees with 3 years of federal service	Upon completion of program requirements, NTE 3 years	Varies by employee	None	LTC Richard L. Gingras (907)753-2505
POF, Far East	Participates in the Pacific Ocean Division (POD) tailored to meet local needs.	All US and FN employees with 3 years of federal service	Upon completion of program requirements, NTE 2 years	Varies by employee	None	http://pofintra.pof.usace.army.mil LTC Charles Markham (315)721-7360
POH, Honolulu	The program consists of 5 tiers leading to progressive leadership and employee development. Employees progress through each tier at their own pace. The program focuses on dealing with change; effective communications, leadership skills, professional development, problem solving and strategic thinking skills.	All employees	Varies by employee	Varies by employee	None	https://pohinfo/SOP/ldpsop.pdf MAJ Scott Schriener, (808)438-1069
POJ, Japan	Participates in the Pacific Ocean Division (POD) Program but plan to develop local district program for implementation in CY02.	All US and FN employees with 3 years of federal service	Upon completion of program requirements, NTE 3 years	Varies by employee		LTC William Allen, (315)263-3026
SAD	Under development					
SAC, Charleston	Under development					
SAJ, Jacksonville	Under development					
SAM, Mobile	The Mobile District's Emerging Leaders Forum (ELF) is a year long, collateral-duty, multi-faceted ldrshp & mgt dev program. It is a continuing education program offering career-related courses to selected attendees regardless of education or place of employment. The program features tailored seminars, team building exercises, site tours, developmental assignments, self-improvements activities, and a senior ldrshp shadowing exercise.	There is no grade restriction. Eligible candidates must have career status appointments and have a minimum of two years service with the Corps of Engineers.	Program extends 12 months from Oct - Sep	Approx \$38K per year for 18-24 students	Monthly seminars are facilitated primarily by contract providers supplemented by some in-house facilitators	Curtis M. Flakes, (251)690-2777 or Michael H. Thompson, (251)690-2709

DIVISION/ DISTRICT	DESCRIPTION	ELIGIBILITY	LENGTH	COST	AFFILIATION	WEB ADDRESS/POC
SAS, Savannah	Under development					
SAW, Wilmington	Under development					
SPD	Provides a structured opportunity for leadership development across all functional areas and career programs/fields through exposure to relevant training and practical experience. Components include personal, interpersonal, and organization at levels. (Related features include OLE-type kickoff training, regional team project, and visit to D.C.	All full-time permanent employees, GS 9-13. This year , non -Corps project partners (e.g., EPA) will join the program	1 year	\$12,000 to \$25,000 per person	Center for Army Leadership (teambuilding); USACE (e.g. Civics 101); Gov't Affairs Institute (Washington portion), and various sub-contractors for graduate-level classroom training (e.g. time mgt, effective briefings, etc.)	www.spd.usace.army.mil/dets/ceap/ldp/main.htm Boniface G. Bigornia, (415)977-8102
SPA, Albuquerque	District program is a self-paced program that combines formal training courses with self-directed study. Topics typically include leadership theories and trends, negotiation, communication, organizational dynamics, planning, decision making, team building and diversity. Division program is separate and coordinated through S PD	All employees regardless of employment status or grade.	Variable. A total of 250 credit hours of work for program completion	Variable. Self-directed study on off-duty hours. Portion of on-duty formal training paid.	Internal and external facilitators.	www.spa.usace.army.mil/idp/index.htm. Craig Baehr, (505)342-3463
SPK, Sacramento	Provides a structure opportunity for ldrshp dev across all functional areas and career programs/fields through exposure to relevant training and practical experience. Components include personal, interpersonal, and organization at all levels. (Related features include OLE-type kick off training, regional team project, and visit to Washington, D.C.	All full-time permanent employees, GS 9-13. This year , non -Corps project partners (e.g., EPA) will join the program	1 year	\$12,000 to \$25,000 per person	Center for Army Leadership (teambuilding); USACE (e.g. Civics 101); Gov't Affairs Institute (Washington portion), and various sub-contractors for graduate-level classroom training (e.g. time mgt, effective briefings, etc.)	www.spd.usace.army.mil/dets/ceap/ldp/main.htm Boniface G. Bigornia, (415)977-8102

DIVISION/ DISTRICT	DESCRIPTION	ELIGIBILITY	LENGTH	COST	AFFILIATION	WEB ADDRESS/POC
SPL, Los Angeles	Provides a structure opportunity for ldrshp dev across all functional areas and career programs/fields through exposure to relevant training and practical experience. Components include personal, interpersonal, and organization at all levels. (Related features include OLE-type kick off training, regional team project, and visit to Washington, D.C.	All full-time permanent employees, GS 9-13. This year , non -Corps project partners (e.g., EPA) will join the program	1 year	\$12,000 to \$25,000 per person	Center for Army Leadership (teambuilding); USACE (e.g. Civics 101); Gov't Affairs Institute (Washington portion), and various sub-contractors for graduate-level classroom training (e.g. time mgt, effective briefings, etc.)	www.spd.usace.army.mil/dets/ceap/ldp/ma in.htm Boniface G. Bigornia, (415)977-8102
SPN, San Francisco	Provides a structure opportunity for ldrshp dev across all functional areas and career programs/fields through exposure to relevant training and practical experience. Components include personal, interpersonal, and organization at all levels. (Related features include OLE-type kick off training, regional team project, and visit to Washington, D.C.	All full-time permanent employees, GS 9-13. This year , non -Corps project partners (e.g., EPA) will join the program	1 year	\$12,000 to \$25,000 per person	Center for Army Leadership (teambuilding); USACE (e.g. Civics 101); Gov't Affairs Institute (Washington portion), and various sub-contractors for graduate-level classroom training (e.g. time mgt, effective briefings, etc.)	www.spd.usace.army.mil/dets/ceap/ldp/ma in.htm Boniface G. Bigornia, (415)977-8102
SWD	SWD's Emerging Leader Program - Established to develop ldrshp & to provide individuals who have exhibited leadership potential the opportunity to further develop and refine their ldrshp skills. Additionally, ELP participants will have the opportunity to observe the ldrshp styles of their peers and the Corps Senior Ldrshp	GS9-12, full time career or career conditional employee and have a minimum of 3 years years full-time service	5 years	Variable		Bob Heinly, (409)766-3992

DIVISION/ DISTRICT	DESCRIPTION	ELIGIBILITY	LENGTH	COST	AFFILIATION	WEB ADDRESS/POC
SWF, Fort Worth	A 3-tier program: Tier I objectives: Learn about the Corps of Engineers and the Fort Worth District; Expose participants to basic ldrshp principles; Encourage participants to think and learn about ldrshp, mgt issues and principles, and how they apply to themselves and the Corps. Tier II - TBD, Tier III - TBD.	All employees within the District, at all grade levels and disciplines.	Each tier must be completed within 1 year from the date of enrollment	Tier I: The District pays for 5 reading materials (books) for ea employee. The cost of Tier II & III		Renee DeLaRosa, (817)978-4907
SWG, Galveston	SWG's LDP is a flexible program with an individual curriculum developed for each member. This curriculum is developed with the help of a pair of mentors, and targeted to meet the needs of each participant	Permanent employees, any grade	3-5 years	Determined on an individual basis		Janet Thomas-Botello, (409)766-3095
SWL, Little Rock	A 4-phase program called Personal and Professional Enhancement Program <u>Phase I</u> , Institutional Awareness which is the entry level with the goal being institutional awareness to include history, organization, missions, values, vision, and business process (CorpsPath) <u>Phase II</u> , Teamwork & Team Building, with primary focus on team building and teamwork including, communications, thinking beyond the box, values, ethics and professionalism; career development; networking; and corporate decision making (Self-tudy, forma training, developmental assignments, class projects, individual projects).	Phase I is entry level and is mandatory for all current and new team members Employees in permanent, competitive appointments, GS-12 and below & must have completed Phase I or equivalent institutional knowledge of COE	Up to 120 days 1 year	\$5,000 per person		www.swl.usace.army.mil/thewire/leadership.html Lori Spath, (501)324-5668

DIVISION/ DISTRICT	DESCRIPTION	ELIGIBILITY	LENGTH	COST	AFFILIATION	WEB ADDRESS/POC
SLW, Little Rock	<p><u>Phase III</u> - Emerging Leaders, with primary focus on using the talents and synergy, individually and as a team to carry out special district projects and programs.</p> <p><u>Phase IV</u> - Still being developed at this time, but will be designed to enhance advanced leadership skills. (Phase II mentor, self-study, formal training, presentation & defense of thesis, professional paper, 1-year developmental/rotational assignment.</p>	<p>Completion of SWD and/or HQ Emerging Leaders Program and/or HQ LDP.</p> <p>Permanent employees, GS-13 and below, professional license/certification, completion of AMSC, SWD and or HQ LDP, completion of Phase III or equivalent</p>	<p>5 years or until you become a GS-13</p> <p>Unknown at this time.</p>	<p>Nominal</p> <p>Unknown at this time.</p>		<p>www.swl.usace.army.mil/thewire/leadership.html</p> <p>Lori Spath, (501)324-5668</p>
SWT, Tulsa	Dale Carnegie Training or approved substitute, Commanders Action Officers Course, shadow assignments, independent study.	Full time, permanent employees in Tulsa District 52 weeks, GS-12 and below, GS-7 or above	Approx 8 months	\$1,400		

OTHER LOCATIONS	DESCRIPTION	ELIGIBILITY	LENGTH	COST	AFFILIATION	WEB ADDRESS/POC
Headquarters	No					
Huntsville	Phase I: Indiv ldrshp study (124 hrs); two formal courses (LEAD &HRM 1) (76 hrs). Phase II: Formal learning involving local university, Corps values, ldrshp competencies, Gallup ldrshp styles, learning organization, etc. Phase III: Ldrshp dev tailore to individual dev assignments, team ldrshp, etc.	Phase I open to all. Phase II to grads of Phase I or comparable program. Phase III to grads of Phase I or II	2 years to complete w/formal mentor. 1 year to complete w/mentor	\$1,430 per person \$4,000 per person		
ERDC	Under development					
TAC	Leadership Development Training – Seven Habits of Highly Effective People Four Roles of Leadership Effective Meetings Training	All TAC team members Senior Staff All TAC team members	Ongoing sessions of 20 each extended over multiple Qtr’s and FY’s. Completed. Six months	\$1,000 per team member \$1,200 per manager \$400 labor	Stephen-Covey, Inc. Facilitators Stephen-Covey, Inc. In-house Facilitators	George Bourelle, 540-665-

