

**U.S. Department of Justice
LEADERSHIP EXCELLENCE & ACHIEVEMENT
PROGRAM (LEAP)**

Bill Thimmesch, LEAP Program Manager, USDOJ

OPM Webcast

May, 26 2015

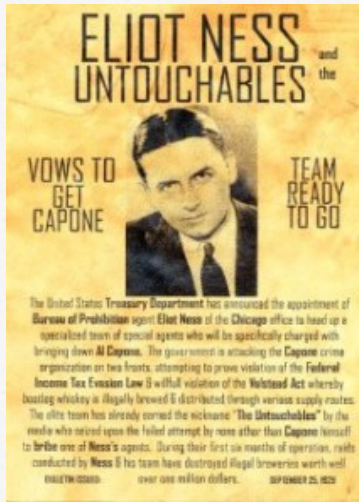


LEAP Briefing Overview

- LEAP Program Description
 - *Audience Questions*
- Current LEAP Class Activities
 - *Audience Questions*
- What the Future holds: LEAP SWOT analysis
 - *Audience Questions*
- Close and Summary



About the U.S. Department of Justice





Mission of the United States Department of Justice

- To Enforce the Laws of the United States;
- To ensure Public Safety;
- To Provide Leadership in Preventing Crime;
- To seek Just Punishment for the Guilty;
- To Ensure Fair and Impartial Administration of Justice for All Americans.



About the U.S. Department of Justice

- o Legal
- o Law Enforcement
- o Administrative

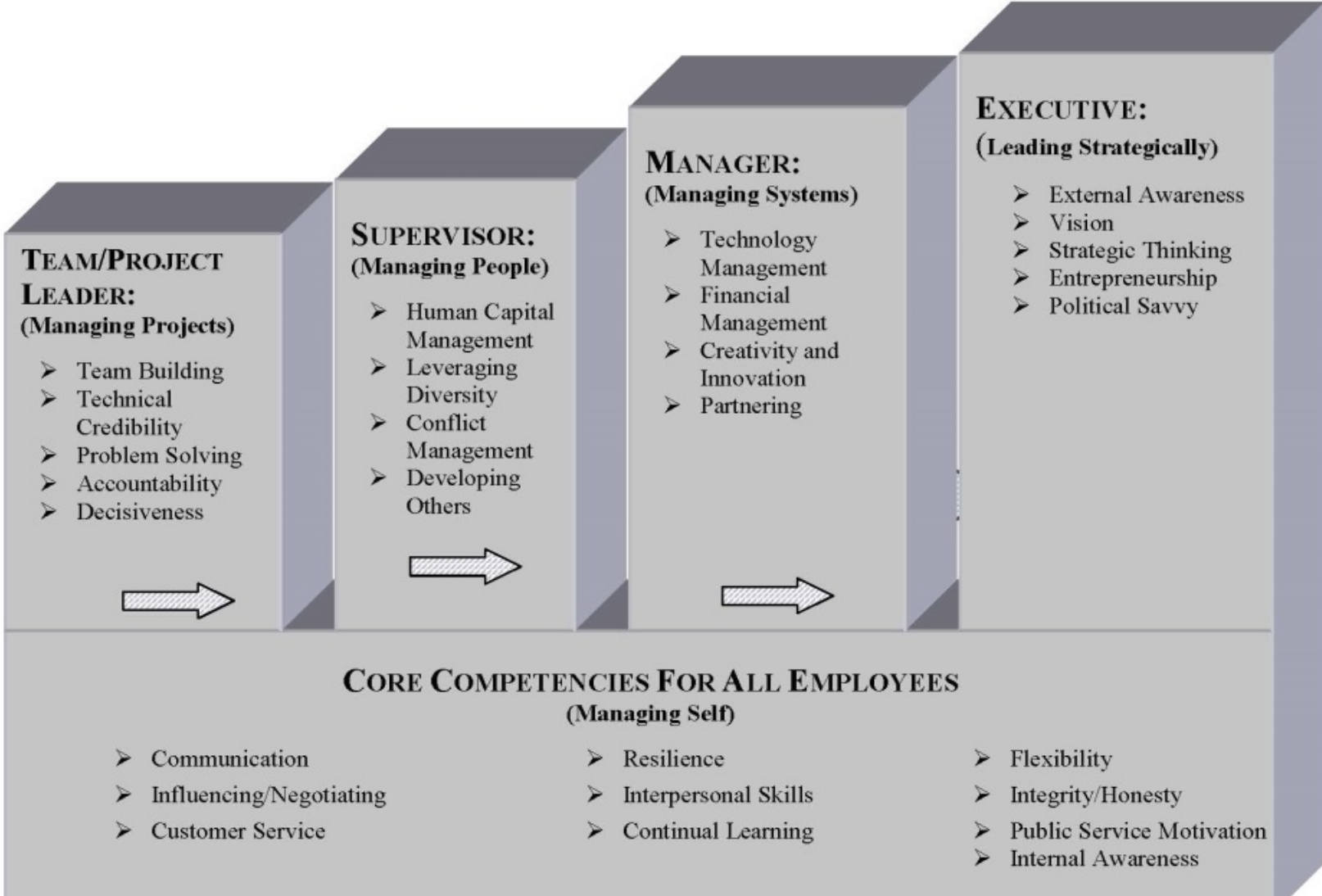


FOCUS of the Leadership Excellence and Achievement Program: ECQs

- o Leading Change
- o Leading People
- o Results Driven
- o Business Acumen
- o Building Coalitions

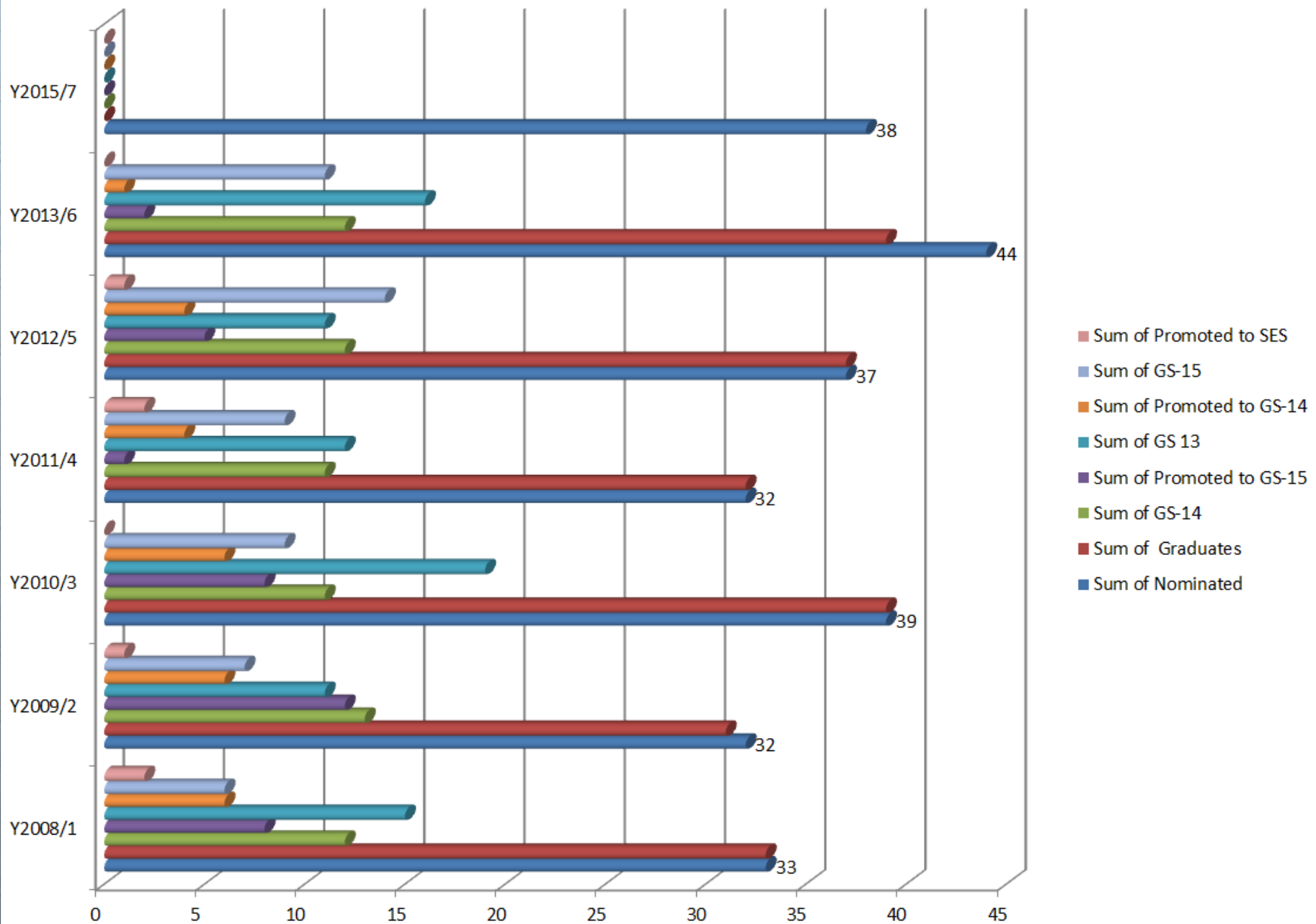


DOJ LEADERSHIP COMPETENCY FRAMEWORK



LEAP Program Description: Background and History

- LEAP is a 12-month leadership development program for high potential GS-13 thru GS-15 candidates
- LEAP was created to address the succession planning needs for senior executives
- The first LEAP class was piloted with 33 candidates; 211 graduates have now graduated LEAP
- To date 33% of LEAP graduates have been promoted;
- Six candidates have promoted to the SES



LEAP Candidate Selection Process

Recruitment

- o Advertised DOJ-wide, focusing on the following professions
 - Legal
 - Law Enforcement
 - Administrative (e.g., IT, Procurement, EEO, Budget, HR)
- o Briefings held for managers, supervisors and target audience

Selection

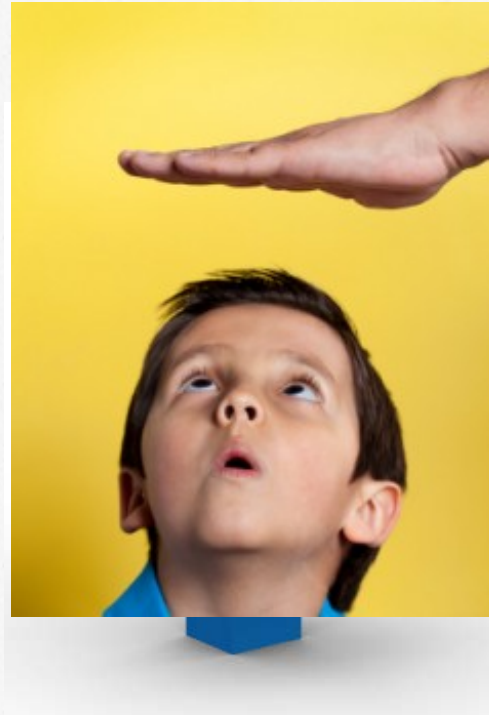
- HR staff and components develop criteria and process
- Components nominate up to three participants
- Final selection/approval by the CHCO for HR/Administration

Curriculum at-a-glance

- LEAP Orientation and Team-Building (3 days)
- Mentor and Coach Assignments
- Leadership Assessment Program (4 days)
- Leadership Challenge Week (3 days)
- Individual Developmental Assignments (120 days)
- Shadowing Executive Officers and others (2-3 days)
- Impact Paper (self reflection)
- Supplemental Learning Activity (SLA)



Developmental Assignments





Questions?



Current Leap Class:

Cohort 7 – Class of 2015

- o Team Projects: Supplemental Learning Activities
- o Quality Assurance/Program Management
- o Staffing and Financial Resources
- o Enhancements this Year





Current Team Projects

- Month of Service Team
- Disability Resources Team
- LEAP Survey Team
- DOJ FIT

**Only a life
lived in the
service to
others is**

worth living.
(Albert Einstein)

POSITIVEMOTIVATION.net



Quality Assurance & Program Management

- o Tracking Individual Performance
- o Negotiating Developmental Assignments
- o Checking in with Participants (Quarterly Meetings)
- o Evaluation/Assessments & Focus Groups

Staffing and Financial Resources

- o 1 FTE Program Manager (65%)
- o Costs:
 - Average Program Year: 350K or approximately \$9,210.00 per candidate



Program Enhancements:




LEAP Class VII

The DOJ Leadership Excellence and Achievement Program (LEAP) is a competitive program designed to prepare participants for future management positions. The LEAP curriculum consists of a mentoring component along with residential training, planned developmental assignment(s), shadowing assignment(s) and other experiential exercises.

 [Alert Me](#)

Announcements

<input type="checkbox"/>	 Title	Modified
<input type="checkbox"/>	Get ready to LEAP into Leadership Challenge Week!	3/16/2015 8:57 AM
<input type="checkbox"/>	Congratulations to Shannon Munro!	3/4/2015 1:07 PM
<input type="checkbox"/>	Leadership Training Opportunity Thursday, March 12, 2015	2/25/2015 11:10 AM
<input type="checkbox"/>	Help completing the LPI - how is it different from the OPM 360?	2/24/2015 3:06 PM
<input type="checkbox"/>	LCW residential training at the National Conference Center!	2/19/2015 3:08 PM
<input type="checkbox"/>	Pleaes update your Email address on this Site!!	2/9/2015 2:12 PM
<input type="checkbox"/>	Free Leadership Training - online	2/9/2015 12:52 PM

LEAP VII Directory

[Class Directory](#)







[Program Manager's Blog](#)

Site Assistance

Please Contact Lucy Mungle at 202-353-7152 or Lucy.Mungle@usdoj.gov for assistance with this page.

LEAP Program Documents

<input type="checkbox"/>	Type	Name	Modified
<input type="checkbox"/>		LEAP Program Forms	11/14/2014 6:25 PM
<input type="checkbox"/>		Project Forms and Templates	12/11/2014 3:08 PM
<input type="checkbox"/>		Quarterly Meetings	1/9/2015 1:09 PM
<input type="checkbox"/>		SLA Template	1/15/2015 12:49 PM

[+ Add document](#)

Discussion Board

<input type="checkbox"/>	Subject	<input type="checkbox"/>	Created By
<input type="checkbox"/>	The First 90 Days in Government	<input type="checkbox"/>	i:05.t[doj federation services rp-sts]br
<input type="checkbox"/>	Communicating with the SES - what have you learned so far?	<input type="checkbox"/>	Thimmesch, Bill
<input type="checkbox"/>	OMB directs federal leadership to improve employee engagement.	<input type="checkbox"/>	Schlosser, Donellen (JMD)
<input type="checkbox"/>	Balancing Time for LEAP	<input type="checkbox"/>	Thimmesch, Bill
<input type="checkbox"/>	Lessons Learned from Shadowing; Detail Assignments	<input type="checkbox"/>	Thimmesch, Bill
<input type="checkbox"/>	LEAP QM #2 - ideas for our January meeting	<input type="checkbox"/>	Thimmesch, Bill

[+ Add new discussion](#)



Questions?





- o Strengths
- o Weaknesses
- o Opportunities
- o Threats

What the Future Holds for the DOJ LEAP Program



Strengths

- LEAP Alumni support (211 strong)
- Common Language and Leadership Philosophy
- Strengthening the Leadership Pipeline



Weaknesses

- ROE (return on expectations) information not systematically collected
- Budget Limitations
- Program Scope is Limited



Opportunities



- Action Learning Focus
- LEAP survey of executives - Class of 2015

Threats

- Funding
- Losing the Residential experience



The Residential Experience in Words...

“If Opportunity doesn’t knock, build a Door”

“Choice is our greatest Freedom. Chose to be Kind, Empathetic, and Loving in all you Do.”

“Leadership is Action—not Position”

“Would You Follow You?”

“If your Actions Inspire others to dream more, learn more, do more and become more, you’re a leader”



Questions?



The impact the program has had on participants:

"My LEAP year has truly been a breath of freedom – Freedom to serve, to connect, and to expand horizons. "

*Curt Klun, Senior Policy Analyst,
Organized Crime Drug
Enforcement Task Force*

