



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

MEMORANDUM

TO: Heads and Acting Heads of Departments and Agencies

FROM: Scott Kupor, Director, U.S. Office of Personnel Management

DATE: November 19, 2025

RE: New Senior Executive Service, Senior Professional, GS-15 and GS-14 Development Programs

The U.S. Office of Personnel Management (OPM) is pleased to announce the launch of two new executive development programs.¹ These programs will equip government leaders, including Senior Executives, Senior Professionals, and aspiring GS-15s and GS-14 with the knowledge and skills to effectively lead across government.

Federal agencies, in partnership with OPM, are required to build and maintain a corps of talented Senior Executives, Senior Professionals, and GS-15 and GS-14 leaders “to drive the unusually expansive and transformative agenda the American people elected President Trump to accomplish.”²

Since taking office, President Trump has fundamentally changed the way government operates to emphasize efficiency, accountability, and fidelity to the Constitution and the nation’s founding principles. It is crucial that Senior Executives, Senior Professionals, GS-15s and GS-14s (and non-Title 5 equivalents) receive proper training and development to lead crucial government initiatives and deliver results for the American public. Agencies should therefore strongly encourage their senior leaders—career and non-career—to enroll in these programs. Registration for these programs is now live at this [link](#).

I. Senior Executive Development Program (SEDP)

The [Senior Executive Development Program](#) (SEDP) is an on-demand video series that will train Senior Executives, Senior Professionals, and select GS-15s and GS-14s with essential knowledge and skills necessary to implement administration priorities and drive transformational change at their agencies. More than just generic leadership training, the program will equip participants with the practical knowledge and skills to thrive as government leaders, covering topics such as constitutional governance, budget and policy, executive core qualifications, and strategic human capital management. It does so through high-quality on-demand video modules

¹ These programs were initially described in the OPM memo titled [Hiring and Talent Development for the Senior Executive Service](#), at pp. 4-5 (May 29, 2025).

² *Id.* at p. 4.

and podcast-style discussions led by Federal experts. The program is online and self-paced; participants must complete the modules within six months. Registration and further details are available [here](#). A full list of course topics is included as Attachment 2.

Agencies should set the expectation that all career Senior Executives will complete at least the *Returning to the Founding Principles* and *Implementing Administration Priorities* sections of the SEDP within the next year as part of their executive development programs. Agencies should offer opportunities to complete additional portions of the program to SES and aspiring SES seeking to strengthen their knowledge and leadership skills. OPM will work with agencies to ensure that they can fulfill these expectations within their existing training budgets.

II. Leadership for an Efficient and Accountable Government (LEAG)

To build a pipeline of high performing GS-14s, GS-15s, and equivalents who have the potential for Federal executive leadership, OPM is launching [Leadership for an Efficient and Accountable Government](#) (LEAG). This 80-hour intensive program is grounded in the Constitution, laws, and founding ideals of our government, and will provide training on President Trump's Executive Orders and other Executive Branch priorities. LEAG will prepare high-potential, high-performing GS-14 and GS-15 federal employees for increased responsibility, efficiency, and strategic impact, giving aspiring leaders the skills, knowledge, technical expertise, and strategic mindset necessary to excel in senior leadership roles.

The LEAG curriculum aligns with new Executive Core Qualifications,³ guiding aspiring leaders from foundational knowledge of the Constitution to advanced topics like crisis leadership and executive communication. LEAG participants will gain essential skills to bridge policy and implementation, drive efficiency, uphold accountability, and expand their impact as senior leaders serving the American people.

LEAG utilizes a flexible blend of virtual and in-person instruction, coaching, assessments, and interactive modules designed to strengthen participants' leadership, strategic thinking, program management, and decision-making abilities. LEAG participants will learn to connect strategic policy with practical implementation while building a powerful professional network. Registration and further details about the program—including program start and end dates—are available [here](#).

III. Next Steps for Agencies

Agencies should announce these new programs to their Senior Executives, Senior Professionals, GS-15s and GS-14s (and non-Title 5 equivalents) no later than **December 19, 2025**, using the attached template (included as Attachment 1). For questions about any of these programs, please contact OPM at leadersolutions@opm.gov.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, Human Resources Directors, Chiefs of Staff

³ See *id.* at [Appendix 1](#).

**Attachment 1: Sample Agency Head Email to
Senior Executives, Senior Professionals, GS-15s and GS-14s**

Dear agency employees,

We are excited to announce that OPM has launched two new executive development programs, the Senior Executive Development Program and Leadership for an Efficient and Accountable Government.

The [Senior Executive Development Program](#) (SEDP) is an on-demand, self-paced video series that will train Senior Executives, Senior Professionals, and select GS-15s and GS-14s with essential knowledge and skills necessary to champion administration priorities, sharpen leadership capabilities, and strengthen accountability. All agency Senior Executives should coordinate with their supervisors to participate in the SEDP within the next year as a component of their executive development plans.

[Leadership for an Efficient and Accountable Government](#) (LEAG) is designed to prepare select high-potential, high-performing GS-14 and GS-15 employees for increased responsibility, efficiency, and strategic impact. LEAG utilizes a flexible blend of virtual and in-person instruction, coaching, assessments, and interactive modules designed to strengthen participants' leadership, strategic thinking, program management, and decision-making abilities. Interested employees are asked to obtain permission from their supervisor and coordinate their participation with the agency's Chief Human Capital Officer before registering.

Together, these programs will equip government leaders with the knowledge and skills to effectively lead across government. We are strongly encouraging senior leaders to participate in these training programs.

Registration and further details about both programs are available [here](#). Please coordinate your participation with the agency's HR office and your supervisor.

Attachment 2: Topics Covered in Senior Executive Development Program

<u>Returning to the Founding Principles</u>
The Oath of Office: Commitment to the Rule of Law
Understanding the Constitution
Executive Power and the Operations of the Modern Administrative State
The Bill of Rights: Implications and Applications
Federalism in the United States: Balancing State and Federal Power
<u>Implementing Administration Priorities</u>
Executive Orders: Cost Efficiency and Procurement
Executive Orders: Deregulation
Executive Orders: Elimination of DEI Programs
Executive Orders: Accountability and Service Delivery
Executive Orders: Federal Workforce
<u>Laws, Regulations, and Policies</u>
Understanding the Hatch Act
The Policymaking Process
Rulemaking and Policymaking in Federal Agencies
The Freedom of Information Act for Senior Executives
Working with Congress
<u>Building High Performance Organizations</u>
SES Performance Management
Executive Core Qualifications in Practice
Ensuring Workforce Accountability
Achieving Organizational Results
Performance Management 101
Employee Accountability

Public Service, Private Edge: A Conversation with OPM Director Scott Kupor
<u>Strategic Human Capital Management</u>
Position Management and Classification for Efficient Organizations
Pay Flexibilities to Compensate a High-Performing Workforce
Merit Systems Principles and Prohibited Personnel Practices
Reshaping Tools for Workforce Optimization
Workforce and Succession Planning
Hiring Practices to Build a Talented Workforce
Human Capital Strategies for High Performing Organizations
<u>Leading Through Complexity</u>
Program Management
Crisis Management
Change Management, the Role of the SES, and Public Service
The Budget Process and Financial Management: Agency Perspective
Artificial Intelligence: Implications for Agencies
Government Acquisition and Contracting
Introduction to Federal IT Management
Leading with Purpose in Military and Federal Service
Coalition Building
Public Sector Execution: Budget, Strategy, and Trust
Media
Communication and Collaboration