



Target Grades
GS-15+

Locations
Online or Charlottesville, VA

Tuition
\$18,000 - \$22,500

Duration
160 hours

Leadership for a Democratic Society

Embark on a life-empowering and career-strengthening leadership journey.

Overview

Challenge yourself to excel in a 21st-century world while remaining connected to constitutional values. In our renowned Leadership for a Democratic Society (LDS) program, you'll build an enduring foundation for your personal and professional growth journey, preparing you for the complex leadership challenges of today – and tomorrow.

Through a combination of group sessions and small teams, you'll engage with peers to gain a better understanding of how the U.S. Constitution impacts your leadership role. Using new research and case studies, our experienced, credentialed faculty will guide you in understanding the diverse goals of government and the citizens it serves, all with a focus on OPM's [Executive Core Qualifications](#) (ECQs).

Who Should Attend

- Senior Executive Service members, GS-15 employees, and equivalents in other pay systems (including military services).
- On a limited basis, GS-14 employees and equivalents in other pay systems with executive-level duties may be approved for a grade waiver.

Core Competencies

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

Locations and Formats

Online: \$18,000

Two weeks virtual instruction followed by an intersession and two weeks virtual instruction.

Charlottesville, VA: \$22,500*

Residential: Four consecutive weeks of instruction at the Federal Executive Institute (FEI).

Applied: Two weeks of instruction at FEI, followed by an intersession and two weeks of in-residence instruction.

*includes meals and lodging

What You'll Get

Flexible formats.

Our online and in-residence format options connect and engage you in an unmatched learning experience. The intersession periods in the virtual and applied formats give you a chance to apply what you learned back at your agency, promoting a deeper understanding and application of leadership.

Personalized, holistic learning.

You choose electives and field experiences based on specific growth areas. Through our integrated wellness program, you'll get individualized guidance and tools from wellness professionals to improve resiliency, mental and physical performance, and work-life balance.

Increased self-awareness.

Discover how your values and experiences influence success as a leader. You'll participate in an integrated mix of readings, assessments, discussions, assignments, and individual presentations to develop stronger self-awareness.

Expanded professional networks.

Become part of a learning community and harness the diverse talents and resources found within public servants like you. Our program leverages your expertise and experience, along with peers and faculty, where everyone is both a teacher and a learner.

Actionable plans.

You'll create an individual change plan to improve your leadership knowledge, skills, and behavior. You'll also create an organizational change plan that turns knowledge into action with strategies that align with your agency's vision.



Why Choose OPM?

For over 50 years, OPM's Center for Leadership Development has developed visionary leaders to transform government. Our programs, services, and technologies help transform people and organizations, focusing on contemporary challenges through the lens of government.

We are the only Federal program uniquely designed and focused on providing individuals and agencies with a path to career and organizational success built upon OPM's [Executive Core Qualifications](#) (ECQs) and competencies.

Discover how our innovative learning solutions transform today's employees into tomorrow's leaders at www.opm.gov/CLD.

“Thank you for an eye-opening and extremely beneficial four weeks of real, life-changing information and engagement.”

- Pete, LDS graduate

Questions?

OPM's Federal Executive Institute

434-980-6232

Register@opm.gov

www.opm.gov/FEI

Sample Schedule and Topics

The curriculum focuses on three crucial areas for effective leadership: vision, alignment, and execution. Content and topics focus on leadership development, which moves outward from personal to interpersonal/team leadership, then to the organization and enterprise levels. The wellness program is integrated across all four weeks, and you'll receive follow-on executive coaching after graduation.

Week 1 - Personal

Self-Awareness
Values
Public Service
Health and Wellness
Peer Coaching Skills

Week 2 - Interpersonal/Team

Crafting and Communicating a Vision
Transforming Individuals
Embracing Difficult Conversations
Becoming an Inclusive Republic
Resilience

Week 3 - Organizational

Building Alignment
Transforming Organizations
Leading in Complexity
Adaptive Leadership
Strategic Thinking and Planning

Week 4 - Enterprise

Championing Execution
Building Coalitions
Political Savvy
Conflict Management
Action-Learning Project