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

- Legal
- Law Enforcement
- Administrative
FOCUS of the Leadership Excellence and Achievement Program: ECQs

- Leading Change
- Leading People
- Results Driven
- Business Acumen
- Building Coalitions
DOJ Leadership Competency Framework

Team/Project Leader:
(Managing Projects)
- Team Building
- Technical Credibility
- Problem Solving
- Accountability
- Decisiveness

Supervisor:
(Managing People)
- Human Capital Management
- Leveraging Diversity
- Conflict Management
- Developing Others

Manager:
(Managing Systems)
- Technology Management
- Financial Management
- Creativity and Innovation
- Partnering

Executive:
(Leading Strategically)
- External Awareness
- Vision
- Strategic Thinking
- Entrepreneurship
- Political Savvy

Core Competencies for All Employees
(Managing Self)
- Communication
- Resilience
- Flexibility
- Influencing/Negotiating
- Interpersonal Skills
- Integrity/Honesty
- Customer Service
- Continual Learning
- Public Service Motivation
- Internal Awareness
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
- Advertised DOJ-wide, focusing on the following professions
  - Legal
  - Law Enforcement
  - Administrative (e.g., IT, Procurement, EEO, Budget, HR)
- 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*

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

- Month of Service Team
- Disability Resources Team
- LEAP Survey Team
- DOJ FIT
Quality Assurance & Program Management

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

- 1 FTE Program Manager (65%)
- 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.

Program Manager's Blog

Site Assistance

Please Contact Lucy Mungle at 202-353-7152 or Lucy.Mungle@usdoj.gov for assistance with this page.
Questions?
What the Future Holds for the DOJ LEAP Program

- Strengths
- Weaknesses
- Opportunities
- Threats
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
“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*