DCMA CENTRALIZED DEVELOPMENT PROGRAM

Program Elements

The DCMA Centralized Development Program (CDP) offers a variety of leadership, management, formal education and experiential development programs that provide a foundation for organizational excellence by cultivating a well-trained and educated workforce. Doing so enhances the knowledge, skills and abilities of DCMA participants in meeting and exceeding DCMA's customers' needs and expectations.

The CDP supports the vision and goals for the senior leadership team to: *Equip our employees with the competencies needed to provide extraordinary support to our customers.*

Program Opportunities

For a complete description of all available developmental programs and application requirements, go to the CDP Web site at:
http://home.dcma.mil/dcma-hrw/Centralized_Dev_Pgms.htm.

Eligibility

Eligibility varies by program. For eligibility criteria, refer to individual program descriptions on the CDP Web site at:
http://home.dcma.mil/dcma-hrw/Centralized_Dev_Pgms.htm.

When and How Do I Apply?

A tasking memorandum is published yearly (August or September) requesting directors and commanders to nominate high-potential employees for CDP opportunities. The tasking memorandum outlines the process and requirements to apply for the different programs.

Application Requirements

Applications are a shared responsibility between an applicant and his or her first-line supervisor. Interested employees should discuss opportunities with their supervisors. If a supervisor concurs, the employee lists the particular program on his or her individual development plan and prepares an application to be forwarded to the supervisor for endorsement.

Nominees must submit an application package that includes all the documents listed on the CDP application checklist and all documents listed under "Additional Application Requirements" in the program description on the CDP Web site at:
http://home.dcma.mil/dcma-hrw/Centralized_Dev_Pgms.htm.

Centralized Development Program at a Glance

- **Leadership and Management Development Programs and Courses**
  - Department of Defense
  - Center for Creative Leadership
  - Office of Personnel Management
  - U.S. Department of Agriculture Graduate School
  - Senior Executive Fellows Program, Harvard University (GS 14-15)
  - Darden Executive Education School of Business Administration, University of Virginia (GS 13-14)
- **Experiential Learning Assignments (long term — six months to one year)**
- **College Degree Programs**
- **Professional Military Education**
- **Other Courses**

Opening the Door of Opportunity