



Program for Developing Managers is Helping you to Advance

The PDM was established under the auspices of the Defense Logistics Agency Equal Employment Opportunity Federal Women's Program in 1989. The PDM is an agency initiative that addresses barriers preventing the advancement of women and minorities into leadership positions within the workforce.

The first PDM training, offered in 1990, brought together 25 employees at the Simmons Graduate School of Management in Boston, Mass. The Defense Contract Management Agency first offered the program in 2001 on an existing contract from DLA. Since becoming a stand-alone agency in 2000, 53 DCMA employees have graduated from the program.

DCMA awarded a new contract for the program on Sept. 30, 2008, with a four-year option to the University of Management and Technology in Arlington, Va. Although the PDM is targeted toward women, men may also apply. Several male employees have attended the training.

What the program involves — an intensive, four-week residency experience designed for managers and technical specialists assuming increased management responsibilities. It emphasizes quantitative skills and team building, while developing managerial strategic thinking and critically important managerial behaviors. The behaviors serve to strengthen core competencies, enhance leadership skills and sharpen participants' abilities to deal effectively with change.

What the program includes — seminars, lectures and discussions on the dynamics of critical current issues, such as business systems modernization, customer relationship management, knowledge management, diversity, ethics, negotiation and the global economy. Case studies on women managers are also used in each program to explore the career and management challenges women face throughout job and industry settings.

Who should attend — women or men at or above the GS-12 level or those at the GS-11 level who have high potential for middle manager status, new senior managers and technical specialists who require better leadership skills and a broader understanding of the business industry's functional areas.

How to apply — Every year in the August/September timeframe, a tasking memo requesting applications is posted to the DCMA Web site. The workforce is notified via e-mail about the program and how to apply. The PDM nomination package includes an endorsement letter signed by the applicant's commander or division director, an application, a sponsor form and checklist. A panel of DCMA leaders then convenes to determine the top candidates. The annual number of attendees depends on the approved funding. The 2009 program will run from March 16 - April 10, 2009.