



# The Leadership Journey : How Great Leaders are Made



The Leadership Journey: How Great Leaders are Made  
(World-Class Leadership Development for Individuals and Organizations)

For more than 45 years, the U.S. Office of Personnel Management's (OPM) Federal Executive Institute and Management Development Centers has trained federal managers, executives, public service career employees and military personnel to be effective government leaders. We recognize the need for leadership at all levels and seek to empower government leaders by providing career-long training that enlightens and fortifies them on their Leadership Journey.

Our Core Leadership Curriculum stands as one of the most successful training programs ever conceived for government leaders. Beginning with the foundational Collaborative Leadership Seminar and culminating with the highly regarded Leadership for a Democratic Society program, leaders prepare for progressively higher levels of responsibility.

In response to agencies' requests concerning the critical shortlist of training, the OPM launched the Leadership Education and Development (LEAD) Certificate Program, which provides a complete leadership development curriculum for current and aspiring government leaders. Aside from mapping professional development that aligns with the Executive Core Qualifications (ECQs), the LEAD Certificate offers official recognition from OPM for the efforts of government leaders to gain mastery at a given level of leadership: Project/Team

Lead, Supervisor, Manager, and Executive. Each level includes five courses to be completed in three years helping individuals fulfill their Individual Development Plan (IDP) and putting them squarely on the path to career advancement. By training tomorrow's leaders today, the LEAD Certificate Program helps training officers, managers and supervisors meet the challenges of succession management. At each Certificate level, current and future government leaders assess their leadership effectiveness, gain core knowledge and develop critical skills for leadership success, culminating with a certificate signed by the Director of OPM, formally recognizing the employee's achievement.

Our leadership and management programs are conducted at three world-class facilities located across the country: The Federal Executive Institute in Charlottesville, Virginia; the Eastern Management Development Center in Shepherdstown, West Virginia; and the Western Management Development Facility in Aurora, Colorado. These facilities, each offer unique surroundings. Whether it is the historic Jeffersonian style architecture and rich history at the Federal Executive Institute, a state-of-the-art campus overlooking the Blue Ridge Mountains at the Eastern Management Development Center, or the natural beauty of the Rocky Mountains at the Western Management Center; each center truly offers a unique and valuable experience.

Despite their differences in geography and history, the centers maintain a similar philosophy and theme. Programs are not focused solely in a classroom environment. Field experiences to local surroundings are incorporated to

emphasize leadership lessons. Trips to Gettysburg, Pennsylvania, Washington, DC or the U.S. Air Force Academy for example allow practical real world examples of leadership successes and challenges throughout history.

In addition to our open-enrollment, inter-agency offerings, we provide a wide range of custom solutions uniquely designed to improve individual, team and organizational performance in meeting the demands of the agency's mission.

Whether you are a new leader beginning your Leadership Journey, or attending a course to gain additional skills and hone leadership potential, or a seasoned executive returning to enhance your entire organizations' performance, the Federal Executive Institute and Management Development Centers has a course to help you excel in your role as a leader in today's workforce.

For more information on our courses and other offerings as well as our custom solutions, please visit our website: [www.leadership.opm.gov](http://www.leadership.opm.gov) and/or request a catalog of courses.

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Some testimonials and evaluation comments:

"I just wanted to say thanks again for the great experience. This has to go on record as the best training experience of my career. There was nothing that was

not thought of to make the whole session a memorable one.” Air Force  
Employee

“I am a great proponent to spreading the good word about the training at the Management Development Centers. In fact I tell everyone that I have received the best training I have ever had in my 27 years with the federal government at the Western Management Development Center.

I look forward to hopefully attending more classes there and to sending some of my employees.

Keep up the good work!” USDA Employee

Comments from evaluations:

“The program reminded me that my interpersonal relationships and leadership opportunities within the workplace directly translate into positive impacts on our Agency’s ability to perform our mission and serve the public interest.”

“The program has shown me that I have a strong influence on the people I work with and that I have an opportunity to help them work well and take pride in their work.”

“This course served to enhance my focus and helped me to re-energize which serves to strengthen my commitment to my role as a supervisor and as a leader.”

“I have had other courses that have dealt with a lot of the information presented in this course, but this 2 week course was the most effective course I have had.”  
(Seminar for New Managers)