



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Thursday, July 28, 2011

MEMORANDUM FOR: Human Resources Directors

FROM: Angela Bailey, Associate Director, Employee Services

Subject: Agency Interviews for Best Practices Study of Executive Development

The process of training and development is not something that should stop once an employee reaches the Senior Executive Service (SES) level. In fact, the increased responsibility and visibility associated with becoming an SES member should be coupled with a plan for continuous learning and future-oriented strategies for development that permeate throughout the SES life cycle.

In alignment with current Presidential Management Council (PMC) sponsored initiatives, the U.S. Office of Personnel Management (OPM) will be conducting a benchmarking study to gather information on current best practices in executive learning and development. As part of this study, OPM will conduct interviews with various Federal agencies as well as private sector organizations. The end product will be a comprehensive Best Practices guide which will be made available Governmentwide. The guide will help agencies determine the most effective strategy in the implementation of agency-specific executive development programs and practices.

Please be aware that representatives from OPM may be contacting your agency's Executive Resources and Training and Development staff to set up an interview. Your cooperation in this effort is greatly appreciated. Should you have any questions, please contact Julie Brill (Julie.Brill@opm.gov or 202-606-5067) or Cassie Cunfer (Cassandra.Cunfer@opm.gov or 202-606-1638).