



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

Employee Services

Thursday, July 27, 2017

MEMORANDUM FOR: HUMAN RESOURCES DIRECTORS

FROM: MARK D. REINHOLD, ASSOCIATE DIRECTOR, EMPLOYEE SERVICES

Subject: Framework for the Continuing Development of Federal Senior Executives

I am pleased to announce the release of the U.S. Office of Personnel Management's (OPM) *Framework for the Continuing Development of Federal Senior Executives*. This framework provides agencies a clear, comprehensive, and flexible structure for ongoing executive development. The continual learning and development of executives ultimately prepares them for new and varied positions, including those of higher authority and responsibility, and prepares them to adapt to dynamic conditions.

Federal agencies are legally required to establish programs for the continuing development of their senior executives per 5 CFR 412.401(a). Initially, these programs must include preparation, implementation, and regular updating of an Executive Development Plan (EDP) for each senior executive. This framework extends the information and guidance provided in OPM's Supervisory and Managerial Frameworks and Guidance and focuses on the capstone level of the Federal leadership journey. OPM's suite of frameworks are intended to assist senior leaders with effective agency talent management and succession planning efforts, and to assist agency instructional designers and training managers to chart leadership development. Executives are also encouraged to review the framework to assess their current state of development and create an EDP to strengthen specific competencies.

The *Framework for the Continuing Development of Federal Senior Executives* is the result of OPM's partnership with the Federal Chief Learning Officers Council (CLOC). The CLOC working group incorporated in the guidance mandatory training, recommended key leadership behaviors, developmental objectives, and developmental opportunities at each specific stage of an executive's lifecycle.

The *Framework for the Continuing Development of Federal Senior Executives* will be located on OPM's Manager's Corner, a cost-free web portal containing leadership development resources, accessed through HR University (hru.gov). Agencies are further encouraged to continue sharing additional course information and training solutions that align with this framework and guidance. For policy questions relating to this new product or general executive development, please contact Julie Brill (Julie.Brill@opm.gov) at 202- 606-8046 or Yadira Guerrero (Yadira.Guerrero@opm.gov) at 202- 606-7954.

cc: Chief Human Capital Officers, Deputy Chief Human Capital Officers, Chief Learning Officers, and Offices of Diversity and Inclusion

Attachments (see 508-compliant PDF below):

Framework for the Continuing Development of Federal Senior Executives

Executive Development - Frequently Asked Questions

Logic Model Template for Executive Development Program