



United States
**Office of
Personnel Management**

Washington, DC 20415-0001

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MEMORANDUM FOR HUMAN RESOURCES DIRECTORS

FROM:

Nancy H. Kichak
NANCY H. KICHAK
ACTING ASSOCIATE DIRECTOR FOR
STRATEGIC HUMAN RESOURCES POLICY

Subject:

Senior Executive Service Candidate Development Program
(SES CDP)

Section 201 of The Workforce Flexibility Act of 2004 requires agencies to regularly evaluate and modify training programs and plans, to maintain strategic alignment with their overall missions and to promote a more strategic approach to agencies' integration of training programs in overall mission accomplishment. It also requires agencies, in consultation with the Office of Personnel Management (OPM), to establish a comprehensive management succession program to provide managerial and leadership development to managers.

To comply with the Act, we are reviewing existing leadership development policies and are requesting agencies to submit their SES CDP curriculum to OPM. This will assist us in identifying innovative approaches to leadership development being used in the agencies to help develop best practices models. Please provide your program curriculum/guide and agency point of contact to Mr. David Corey, Center for Leadership and Executive Resources Policy, at david.corey@opm.gov, or fax to 202-606-1637, no later than July 31, 2005. If there are any further questions please contact Mr. Corey at 202-606-1915.