



OFFICE OF THE DIRECTOR

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT

WASHINGTON, DC 20415-0001

OCT 29 2004

MEMORANDUM TO CHIEF HUMAN CAPITAL OFFICERS

FROM: KAY COLES JAMES
DIRECTOR

A handwritten signature in black ink, appearing to read "Kay Coles James".

Subject: Senior Executive Service Federal Candidate Development Program

I am pleased to inform you that we will begin accepting applications for the Senior Executive Service (SES) Federal Candidate Development Program (Fed CDP) on November 15, 2004. The program is open to all sources, and I am writing to ask for your assistance in identifying applicants who will help ensure that our "leaders for tomorrow" participate in this program.

Over the past year, we have discussed the challenges we are facing with succession planning and leadership development, and the virtues of cultivating executive talent at an enterprise level to best meet the President's vision for governance. As we all know, a significant percentage of our senior executives will be eligible to retire over the next few years. The Fed CDP will help develop the leadership capacity necessary to manage in a dynamic Federal environment and drive organizational performance.

The Fed CDP will recruit from all sectors of our diverse society to identify the best and brightest leaders for our Government and to significantly enlarge the pool of qualified executive candidates. This intensive developmental program involves a mix of residential training, tailored work experiences, reading assignments and forums, and direct mentoring and monitoring.

The attached brochure outlines the components of the program, including information on selection, curriculum, and program schedule. You will also find information on our website at www.opm.gov/ses/fedcdp. Your contact regarding this program is the OPM Human Capital Officer assigned to your agency.

I look forward to working with you on this program. Together, we will meet this critical human capital challenge for future Federal executive leadership.

Attached

cc: Agency HR Directors
Agency SES Coordinators
Chief Financial Officers
Chief Information Officers