



**BONNEVILLE POWER ADMINISTRATION
TRAINING ANNOUNCEMENT – FY25**

Oregon Federal Executive Board
2025 Leadership Development Program

OPENS: SEPT. 9, 2024

CLOSES: NOON - SEPT. 16, 2024

WHO MAY APPLY:

Current supervisory and/or non-supervisory GS-13 to 14 career and career-conditional employees of BPA are encouraged to apply.

In order to remain eligible, interested candidates must remain at GS-13 to GS-14 grade level throughout the duration of the application and program period.

Participation in the Oregon Federal Executive Board - Leadership Development Program (LDP) does not result in a promotion.

During the course of the program, participants will continue in their present job positions and perform their normal duties.

PROGRAM OVERVIEW:

The goal of the Oregon Federal Executive Board - Leadership Development Program is twofold: 1) to cultivate a cohort of emerging leaders who can forge and sustain trusted relationships, strategically collaborate with stakeholders, and adeptly address employee motivation and challenges, resulting in high-performing teams; and 2) to promote cross agency collaboration and information sharing by connecting program participants with senior agency leaders outside of the participants' own agency.

The participants (GS 13 to 14) will hail from a multitude of agencies, which fosters valuable networking opportunities and peer learning and enables participants to broaden their understanding of the federal government by connecting with peers from other agencies.

PROGRAM DETAILS:

Cost & Associated Fees:

Tuition: No cost except travel. The participant's organization will fund all travel, per diem, and lodging expenses.

Timeline:

LDP Session 1 In-person. Tuesday to Thursday, Nov.5 to 7, 8:30 a.m. to 5 p.m.

	This will be the first three-day in-person session. Location will be shared with selected participants.
Small Group Facilitation Session 1a	Virtual. Thursday, Nov. 21, from noon to 2 p.m.
Job Shadow Intro	Virtual. Date and time to be determined. OFEB facilitates initial job shadow program and requirements briefing. Participants will be asked to complete a personality assessment (such as DiSC, Myers-Briggs, etc.), which will be used to connect participants with mentors.
LDP Session 2	Virtual. Thursday, Dec. 5, 2024, 8:30 a.m. to 5 p.m.
Job Shadow Connect	Virtual. NLT Jan. 10, 2025. OFEB connects participants with mentors. OFEB will schedule and facilitate virtual introduction meetings for and between participants and selected mentors.
Small Group Facilitation Session 2a	Virtual. Thursday, Jan. 16, 2025, from noon to 2 p.m.
Session 3	Virtual. Thursday, Jan. 30, 2025, 8:30 a.m. to 5 p.m.
Small Group Facilitation Session 3a	Virtual. Thursday, Feb. 13, 2025, from noon to 2 p.m.
LDP Session 4	In-Person. Tues. to Thurs., Mar. 4 to 6, 2024, 8:30 a.m. to 5 p.m.
Job Shadow Report	Due to OFEB Friday, Apr. 11, 2025, 5 p.m.. Participants submit their "Job Shadow Summary/Report" to OFEB for review.
Job Shadow	Virtual. Thursday, Apr. 17, 2025, 8:30 a.m. to 1:30 p.m. Participants presentation - brief (7 to 10 min) peers on job shadow experience, lessons learned, etc.
Graduation	In-Person. Date and time to be determined. Between May 5 to 9, 2025, during Public Service Recognition Week.

APPLICANT SELECTION AND REQUIREMENTS

BPA will select participants for the Oregon Federal Executive Board - Leadership Development Program in late September 2024. Application deadline is Sept. 27, 2024.

Applicants must obtain agency/supervisor approval to attend all in person and virtual sessions, as well as meet any job shadow in-person and/or virtual requirements.

In-person commitment: Two three-day (eight-hour) in-person events.

Virtual commitment: Two eight-hour sessions, and three two-hour sessions.

The job shadow commitment: The job shadow commitment will be determined by the mentor and program participant. At a minimum, participants can expect two, two to five-hour sessions facilitated by OFEB; and two one-hour (minimum) virtual meeting with mentors. The in-person commitment for the job shadow portion is one six to eight-hour day spent shadowing the mentor and participating in the in-person graduation ceremony in May 2025.

HOW TO APPLY:

Interested candidates should submit narrative responses to the following four prompts -- no longer than one paragraph per question:

1. Describe your current duties and areas of responsibility.
2. Describe your career goals.
3. Describe professional development goals, objectives, and how the program will benefit you on this professional path.
4. Describe your commitment to and motivation for public service.

HOW YOU WILL BE EVALUATED:

Subject matter experts will anonymously evaluate candidates based on the quality of the narrative responses submitted.

CANDIDATE APPLICATION PACKAGE CHECKLIST:

- Narrative response for each question, no longer than one paragraph for each prompt.
- Completed and signed supervisory acknowledgement statement (last page – Page 4).

HOW TO SUBMIT YOUR APPLICATION:

Submit your response narrative and signed supervisory acknowledgement statement to: Leadership Development via e-mail: LeadershipDevelopment@bpa.gov by **NOON (12:00 p.m.), September 16.**

Applications submitted under this interest announcement will be reviewed and participants selected by the Chief Administrative Officer for submission to the Oregon Federal Executive Board. Do not send applications directly to Oregon Federal Executive Board.



Oregon Federal Executive Board
2025 Leadership Development Program

Supervisory Acknowledgement
TRAINING ANNOUNCEMENT

I acknowledge that _____ has applied for consideration for this training opportunity.

I understand that this interest announcement requires my pre-approval, and I approve this training for this applicant as part of their Individual Development Plan.

I understand that, if selected, the applicant must attend all scheduled sessions in the Oregon Federal Executive Board - Leadership Development Program.

I understand that if this applicant is selected, I am responsible for funding all travel, lodging, and per diem expenses connected to this training for this applicant.

Supervisor's Signature: _____ Date: _____

Supervisor's Title: _____ Routing: _____