

OFFICE OF HUMAN RESOURCES MANAGEMENT

INITIATIVE: Human Capital Management & Succession Planning

ME-50 LEAD: Jerome Butler/Dottie Van Steinburg, ME-51

OBJECTIVE: Establish Corporate Career Development & Leadership Program

Design, establish, and implement a Corporate Career Development and Leadership Program.

	A/O January 23, 2003			
ACTION	COMPLETION DATE	STATUS	ORG.	POC
Identify existing/key components of Corporate Career Dev. and Leadership Program (CCLDP) based on internal and external benchmark data (DOE, other Federal agencies and the private sector). Focus is on five target areas—program mgmt., project mgmt, acquisition mgmt, financial mgmt, and leadership dev.	December 2002	Complete	ME-51	Dottie Van Steinburg, ME-51
Integrate existing DOE career development programs into CCDLP to ensure integration with core competencies and succession planning initiatives.	January 2003	Complete	ME-51	Dottie Van Steinburg, ME-51
Implement major target areas as integral components of the CCDLP (Phase I)	February 2003	On Target	ME-51	Dottie Van Steinburg, ME-51
Establish CCLDP common (core) competencies from skills assessment analysis.	February 2003	On Target	ME-51	Dottie Van Steinburg, ME-51
Prepare draft CCDLP model.	March 2003	On Target	ME-51	Dottie Van Steinburg, ME-51
Obtain validation of CCDLP through DOE Management Council.	March 2003	On Target	ME-51	Dottie Van Steinburg, ME-51
Conduct Appropriate briefings on CCDLP program	April 2003	On Target	ME-51	Dottie Van Steinburg, ME-51
Develop Implementation & Marketing Plans	April 2003	On Target	ME-51	Dottie Van Steinburg, ME-51
Identify CCDLP program performance & evaluation measures.	May 2003	On Target	ME-51	Dottie Van Steinburg, ME-51

Announce and publicize CCDLP as integrated, corporate career dev. and leadership program. Post on ME-51 website	June 2003	On Target	ME-51	Dottie Van Steinburg, ME-51
Expand implementation to other major focus areas as identified. (Phase II)	August 2003	On Target	ME-51	Dottie Van Steinburg, ME-51
Evaluate CCDLP effectiveness/ROI based on established performance measures.	March 2004	On Target	ME-51	Dottie Van Steinburg, ME-51