

OFFICE OF HUMAN RESOURCES MANAGEMENT

INITIATIVE: Develop and carry-out an SES Candidate Development Program that targets selection and development of high potential employees toward critical mission needs.

ME-50 LEAD: DottieVan Steinburg

OBJECTIVE: Develop and implement an SES Candidate Development Program that addresses DOE mission critical leadership needs through the identification, selection and training of a highly talented and diverse cadre of high potential employees.

SES Candidate Development Program		A/O January 7, 2003		
ACTION	COMPLETION DATE	STATUS	ORG.	POC
Develop SES Candidate Development Program with input from key stakeholders.	January 30, 2002	Completed.	ME-51	Van Steinburg/ HCM Executive Development Team
Develop SESCO DP Implementation Plan	January 30, 2002	Completed	ME-51	Van Steinburg
SESCDP approved by the Deputy Secretary and Executive Review Board.	February 8, 2002	Completed. SESCDP approved by the Deputy Secretary on 1/30/02.	ME-51	Van Steinburg
Finalize Program Recruitment Announcement & Guide	February 22, 2002 (Following S-2/ERB approval)	Completed.	ME-51	Van Steinburg
Develop applicant screening, rating, ranking, & scoring processes.	March 2002	Completed.	ME-51	Van Steinburg/ McCannell
OPM approves DOE program	April 15, 2002	OPM approved on 4/11/02	ME-51	Butler/Dirks
Review of Application Packages & Identification of High Potential applicants	November 30, 2002	Completed.	ME-51	Van Steinburg/ McCannell
Assessment of High Potentials, Recommendation to ERB, and Selection of Candidates	December 14, 2002	On Schedule	ME-51	Van Steinburg/ McCannell
Develop and Conduct SESCO DP Orientation	January 2003	On-Schedule	ME-51	Van Steinburg
	January 2003	On-Schedule	ME-51	Van Steinburg

Exec. Development Plan developed with mentor & supervisor.				
Develop Core Training outline and objectives & conduct Core Training.	November 1, 2002 through January 2003	On Schedule	ME-51	Van Steinburg
Conduct Graduation/Post-Program Assessment;	December 2003	On Schedule	ME-51	Van Steinburg/ McCannell