

Goddard Development Programs and Services

[Academic Programs](#) (PTGS, US, WRI, etc.)

Accelerated Leadership Program (ALP)

[Mentoring Program](#)

[Organization Development](#)

[Professional Intern Program \(PIP\)](#) The PIP is a developmental program designed to integrate new professional and professional-administrative employees into the Goddard work force and to provide a foundation for their future career growth.)

Accelerated Leadership Program

Vision

Investment strategy to create a Goddard-unique leadership program for aspiring leaders that:

- Creates a pipeline of diverse individuals to address under-representation in supervisory and management positions
- Accelerates development of leadership competencies
- Is more systematically develops individuals as Goddard's future leaders
- Enhances Goddard's management & leadership competencies
- Provides promotion preparedness (built-in FPL increase at the time of selection with agreement)
- Serves as training ground for future leaders
- Provides a continuing source of capable leaders

Program Overview

The Accelerated Leadership Program (ALP) is designed for GS-13 Engineers, GS-12 or 13 Professional Administrators and GS-11 or GS-12 Technicians at their full performance level (FPL). The 24-month, ALP program includes connections to Johns Hopkins University and consists of on-the-job and classroom training, cohort sessions, coaching/mentoring and other developmental experiences. The first class will consist of 20 students guided by a GSFC Program Manager, External Advisor/Coach and Class Champion. Participants are given a one grade level increase in their FPL upon entry into the program (retention of the FPL is contingent upon program completion). ALP

Participants can expect to:

- Develop core competencies vital for achieving higher levels of performance and meeting GSFC future challenges,
- Synthesize learning in a way that accelerates individual and organizational performance,
- Learn how to solve complex, multi-layered relationships with NASA, GSFC leaders and;
- Learn strategies to enhance influencing and negotiation skills to improve individual and organizational effectiveness.

Program Components

- Orientation
 - Initial Assessments
 - Leadership Development Action Planning
- Cohort Sessions (Group Learning Session)
- Coaching (group and individual)
- Mentoring
- Formal Training / Coursework (academic and other)
- Skill reinforcement through other experiences
- Celebrations, Graduation, Action Planning
- Monitor and assess participant's progress and program success



The NASA, GSFC Accelerated Leadership Program

“Scaling the Heights”



Cohort Sessions

- Held Offsite
- Group guided by GSFC Cohort Coach, External Advisor/Coach, and Class Champion
 - Strengthen interpersonal teaming and problem-solving skills
 - Convey information on organization development and leadership techniques
 - Engage in study, analysis, and discussion of leadership issues
 - Coaching sessions
 - Leadership exercises
 - Build network with peers
 - Apply learnings in a safe environment

Developing Leadership Competencies - Learning

- Understanding of GSFC's and NASA's organizations, programs, management issues, external factors that affect NASA, and his/her personal values
- Managing Diversity issues and relationships
- Relating to Others
 - Communications/Influence
 - Interpersonal skills, relationship building, networking
- Group Behavior
 - building accountability and trust
 - problem-solving ability
- Planning and influencing organizational change
- Business Acumen (customer orientation, business management)



Experiences

- Provide Visibility & Personal Growth
 - Senior Executive Interviews
 - Shadowing Experiences
 - Selected Readings
 - Developmental opportunities
 - Outside of current job responsibilities



Experiences - Continued

- Two experiential activities ranging from 30 to 60 days
- Job experience
- Team activities
- Education/outreach
- Special events
- Journaling

Contacts

[Linda Ledman / 113 / 6-6111](#)

[Donna Swann / 113 / 6-8318](#)

[Mark Goldman / 111 / 6-8852](#)

[Nichole Richmond / 114 / 6-5757](#)

[Darryl Lakins / 562 / 6-6382](#)

[Howard Kea / 581 / 6-0464](#)

Dr. James Calvin / Johns Hopkins University

[Sheri Brown / 110 / 6-2374](#)



Competitive Announcement
FOR THE
**ACCELERATED LEADERSHIP PROGRAM,
GODDARD SPACE FLIGHT CENTER**

VACANCY ANNOUNCEMENT NUMBER: ALP02

OPENING

DATE: 08/14/02

CLOSING DATE: 09/18/02

POSITION: Accelerated Leadership Program (ALP)

PROMOTION POTENTIAL:

One grade above current promotion potential when entering the program. Increased full performance level (FPL) will be retained upon successful completion of the program.

DUTY LOCATIONS:

Few vacancies at GREENBELT, MD
Few vacancies at WALLOPS ISLAND, VA
Few vacancies at FAIRMONT, WV

A limited number of competitive training opportunities in ALP will be made at Grades 11-13. Selectees will remain assigned to their current positions.

WHO MAY APPLY:

Current GSFC employees serving under a career, career-conditional or VRA appointment, or an appointment under 213.3102 or (u) if Schedule A; and you are:

- a non-supervisory engineer or scientist at the GS-13, or
- a non-supervisory technician at the GS-11 or GS-12, or
- a non-supervisory professional administrative at the GS-12 or GS-13.

DESCRIPTION OF PROGRAM:

The ALP is a developmental program established for the purpose of providing participants with a variety of work experiences, training and instruction that will prepare them to be future leaders at the Center. Mentors will be matched to each participant to provide guidance, direction and counseling. The ALP is intended to develop employees at the GS-11/12/13 grade levels. Selectees will enter the Program at their current grade at the time of selection and will be assigned an FPL of one grade higher. This increased FPL will be retained upon completion of the program. Participants will remain in their current discipline position and organization. Participants will spend up to 25 percent of their time engaged in required developmental training and work experience activities.

BASIS OF RATING:

Applicants meeting basic eligibility requirements will be rated and ranked on the knowledge, skills and abilities and other characteristics (KSA's) required to successfully

complete the ALP. Please review KSA's carefully. Include in the write-ups such things as experience in and out of Federal service that gave you the specific knowledge, skill or ability; objectives of your work; and evidence of your success (such as accomplishments, awards received, etc.)

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:

Candidates must submit the ALP application to specifically respond to the knowledge, skills and abilities (KSA's) in this announcement.

1. Knowledge of an organization and/or activity and the environment in which it operates.
2. Ability to manage heavy personal demands.
3. Skill in building and maintaining diverse alliance and relationships.
4. Skill in communications.
5. Ability to problem solve and utilize critical thinking skills.

CONDITION OF PROGRAM:

ALP is a 24-month training program. Trainees must meet all program requirements to be eligible for one grade increase to their FPL.

HOW TO APPLY:

If ALP application is submitted by mail, it must be received and post marked by the closing date on the announcement to receive consideration. Hand Delivered applications must be received by the closing date. If you are at a remote location (ex. WFF or IV&V) you may fax application to (301)-286-5588. All faxed copies must be received by closing date. Failure to submit all required documents and information requested by the closing date of this announcement may result in not receiving full consideration. Applicants will be evaluated solely on the information submitted in the application.

This competitive announcement is advertised for current Goddard Space Flight Center employees who meet the criteria. Interested candidates must submit:

- ALP Application - Type answers in fillable form in the allocated space per question. Type in 12 point font or larger.
- Management Endorsement

[Application can be found here](#)

For additional information about this program please contact: Lindsay Skerenchak at (301) 286-5170.

**SUBMIT YOUR APPLICATION PACKAGE TO:
NASA, GODDARD SPACE FLIGHT CENTER**

ATTN.: Lindsay Skerenchak
CODE 113.7 Room 139
GREENBELT, MD 20771

Selections for this program will be made without regard to political, religious, or labor organization affiliation or non-affiliation, marital status, race, color, sex, national origin, non-disqualifying handicapping condition or age.

This Center provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application or hiring process, please notify us.