



BONNEVILLE POWER ADMINISTRATION
TRAINING ANNOUNCEMENT – FY24

Hispanic Alliance for Career Enhancement (HACE)
2024 Elevando Latino Leadership Program (ELLP)
Training Program

OPENED: December 15, 2023

CLOSES: February 1, 2024

WHO MAY APPLY:

Current supervisory and non-supervisory GS-11-14 career, and career-conditional employees of the Bonneville Power Administration are encouraged to apply.

To remain eligible, interested candidates must remain at GS-11-14 (or higher) grade level (permanent or acting) throughout the program period (March 2024 to June 2024.)

This is a developmental opportunity under the Culture Office's Diversity and Inclusion Program.

Participation in the Hispanic Alliance for Career Enhancement (HACE) 2024 Elevando Latino Leadership (ELLP) Program does not result in a promotion.

GENERAL INFORMATION:

HACE's Elevando Latino Leadership Program (ELLP) is geared towards high potential and high performing middle-level managers and new directors from the Latino/a/x/e community. The cohort-based program enables participants to lead their teams and organizations more effectively. The curriculum assists in mastering the multiple roles and unique challenges that Latinx professionals face through self-reflection and coaching, peer mentoring and culturally relevant content and conversations.

CANDIDATE CHARACTERISTICS:

- Avid learner; capable of independent study;
- Development plan includes leadership development;
- Available to fully participate in the program;
- Support from your direct manager.

PROGRAM DETAILS:

Cost & Associated Fees: \$3,995 per student. The Chief Culture Office Leadership Development budget will fund tuition for this opportunity.

Program Dates & Locations: All sessions are biweekly on Thursdays from 4:00 p.m. – 7:00 p.m. (Central Standard Time) via Zoom. *Except for graduation.

- Thursday, March 21, 2024| Session 1: Leading Through Your Values and Culture
- Thursday, April 4, 2024| Session 2: Leadership Effectiveness
- Thursday, April 18, 2024| Session 3: Power Up Your Communication
- Thursday, May 2, 2024| Session 4: Building Trust and Managing Change
- Thursday, May 9, 2024| Session 5: Managers vs. Leaders
- Thursday, May 23, 2024| Session 6: Conflict Management
- Thursday, June 6, 2024| Session 7: Strategic Planning
- Thursday, June 20, 2024| Session 8: Team Project Presentation
- Tuesday, June 25, 2024| Session 9: Graduation and Networking from 4:00 p.m. – 5:30 p.m. via VFairs Platform

FURTHER INFORMATION:

View HACE's [Emerging Latino Leaders Program \(haceonline.org\)](http://haceonline.org) site for more information on the program.

HOW TO APPLY:

Interested candidates should submit narrative responses to the following:

1. How does this program fit into your long-term development plan?
2. Describe your interest in HACE's Elevando Latino Leadership Program.
3. What do you hope to get out of your experience in this program?

How You Will Be Evaluated:

A panel of subject matter experts (SMEs) will anonymously evaluate each candidate based on the quality of the narrative responses submitted.

The Chief Culture Officer will select two candidates. BPA's selection is anticipated in February 2024. If selected, you will be asked to complete the HACE [ELLP Application](#) by February 15, 2024.

HACE will make the final selection in February 2024. If HACE selects you; you must complete the BPA External Training Request form.

Candidate Application Package Checklist:

- ❑ Expression of Interest, containing a narrative response for each question, no longer than one page for each question.
- ❑ Completed and signed Supervisory Acknowledgement Statement (last page – Page 3)

How to Submit Your Application:

Email your narrative responses and completed Supervisory Acknowledgement Statement to Culture Office culture@bpa.gov by **11:59 p.m. Pacific Daylight Time, Thursday, February 1, 2024.**



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Supervisory Acknowledgement
TRAINING ANNOUNCEMENT

I acknowledge that _____ has submitted an application 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 (IDP).

I understand that, if selected, the applicant must attend all scheduled sessions of the Hispanic Alliance for Career Enhancement (HACE) 2024 Elevando Latino Leadership Program.

The Chief Culture Office - Leadership Development budget will fund all tuition (\$3,995).

Supervisor's Signature: _____ Date: _____

Supervisor's Title: _____ Routing: _____