

Western Energy Institute
2027 Business Acumen for Emerging Leaders Program



OPENS: Aug. 17

CLOSES: Aug. 30 by 11:59 p.m.

WHO MAY APPLY

Current **GS-14 or 15** permanent or acting employees who will remain at this grade level throughout the program period (**Jan. 2027 to Sept. 2027**).

**Note: Participation in this program does not result in a promotion.*

GENERAL INFORMATION

Are you ready to elevate your career and drive the future of the energy sector? The Western Energy Institute Business Acumen for Emerging Leaders Program is a premier, **nine-month executive development experience** designed by utility experts for high-performing managers and supervisors.

This dynamic opportunity will connect you with industry peers, mentors, and executives, and the program will culminate in an impact-driven team capstone project presented to energy sector leaders.

The program actively reinforces **BPA's Leadership Behaviors** through practical, real-world application:

- **Value people, come together and listen more:** Collaborate with diverse, cross-utility teams to solve complex industry problems.
- **Connect to the mission and stick to priorities:** Align team initiatives with regional energy goals through deep dives into utility operations, regulation, and strategic planning.
- **Pass it on:** Bring invaluable, cutting-edge industry insights and strategic perspectives back to your colleagues at BPA.
- **Consider it done:** Turn strategic ideas into execution, delivering an executive-level final capstone presentation at the Western Energy Institute annual meeting in Tucson, AZ.

PROGRAM DETAILS & REQUIREMENTS:

- **Tuition:** \$5,999 per participant. Leadership and Workforce Development will fund this opportunity.
- **Travel expenses:** The participant's organization must approve and fund all travel per diem, and lodging expenses.
- **Continued service agreement:** Because this program involves over 20 working days (160+ duty hours) of instruction, participation, and travel, selected candidates are required to sign an agreement prior to enrollment.
- **Applicant selection:** BPA will select and endorse its participants for submission to WEI by **October 2026**. Please don't submit applications directly to WEI.

2027 PROGRAM SCHEDULE & SESSION OBJECTIVES

Utility Fundamentals Course (Virtual) | Jan. 26 to 27

- **Electric Industry Fundamentals:** Generation Choices, western North American Electricity Markets, Customer and emerging opportunities, distributed energy resources.
- **Gas industry fundamentals:** Extraction and pipelines, distribution operations, customer + usage, emerging issues, rates.

Session one: Leadership development (in-person – TBD) | Feb. 23 to 25

- Identify strengths of self and others to navigate challenges facing leaders today.
- Formulate cross-utility project teams and launch the collaborative BAEL Capstone Project.

Session two: Industry perspectives (in-person – TBD) | Apr. 27 to 29

- Learn the ground-level regulation and mechanics governing gas and electric utilities.
- Understand emerging industry trends and network with company senior leadership.

Virtual mini session (virtual) | May 18 to 19

- Group updates, midway milestone tracking, and cohort alignment.

Session three: Customer and communications (in-person – TBD) | June 22 to 24

- Evaluate customer experiences, program development, and strategies for change management.
- Enhance public speaking, communication, and executive presentation delivery.

Session four: Strategic leadership (In-Person – TBD) | Aug. 10 to 12

- Explore the Strategy Development Lifecycle and align business unit resources to long-term goals.
- Conduct team Capstone project dress rehearsals and formulate a personal career growth roadmap

Session five: Annual meeting and capstone (in-person – Tucson, AZ) | Sept. 26 to 28

- Network and share ideas with cross-industry energy executives, and deliver the final, formal team capstone presentation at the Western Energy Institute annual meeting.

CANDIDATE EXPECTATIONS & COMMITMENT

Successful candidates will possess the following characteristics:

- A proven commitment to your organization;
- A development plan which includes leadership training;
- An avid learner capable of independent study; and
- A willingness to share this experience with your organization.

This opportunity requires significant commitment and sustained effort. Selected applicants are expected to:

- **Attendance and travel:** Attend all sessions and activities, including travel (approximately 19 working days).

- **Coursework:** Complete all course pre-work and homework assignments.
 - **Internal research:** Interview others within their organization and research their business.
 - **Team capstone:** Work on a team to develop a capstone topic and deliver a final presentation.
 - **Independent study:** Spend approximately 10 to 20 hours per month outside of session time on Capstone and homework activities.
 - **Technical setup:** Have access to a computer or laptop with a functioning webcam and microphone to allow for participation in virtual activities.
 - **Program focus:** Not be involved in a current leadership program or other work project(s) that will distract from the program.
 - **Post-program sharing:** Be prepared to present and report knowledge learned post-program to BPA.
 - **Feedback:** Provide post-program feedback in an interview with the Human Resources Service Center leadership and in survey evaluations.
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How to apply:

BPA will review applications submitted under this interest announcement and select participants for submission to Western Energy Institute. **Do not send applications directly to Western Energy Institute.**

Interested candidates must submit a completed application package to Leadership Development at LeadershipDevelopment@bpa.gov, by 11:59 p.m. on Aug. 30.

Your application package must include:

1. **A signed supervisory acknowledgment form** confirming travel and registration permissions.
2. **Expression of Interest:** A narrative answering the following questions with a maximum of two paragraphs per question. A panel of subject matter experts will anonymously evaluate submissions based on narrative quality:
 - **Q1:** Describe your role and span of control as a manager. Include the number of direct reports and any additional employees reporting to you through others.
 - **Q2:** Describe how this course fits into your long-term developmental blueprint.
 - **Q3:** Have you participated in another leadership development program? If so, please describe the value gained.
 - **Q4:** Beyond your formal development plan, what else are you doing to increase your leadership skills (e.g., community service, mentoring, external activities)?
 - **Q5:** What are your long-term career goals?

How you will be evaluated:

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



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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 **Western Energy Institute - 2027 Business Acumen for Emerging Leaders Program**.
- I understand that if this applicant is selected, my organization is responsible for funding all travel, lodging, and per diem expenses. The Leadership and Workforce Development Office (HT org) budget will fund the **\$5,999** program tuition.
- I acknowledge that the participant will be required to sign a **Continued Service Agreement** due to the program exceeding 160+ duty hours.

Supervisor's signature: _____ Date: _____

Supervisor's title: _____ Routing: _____