



BONNEVILLE POWER ADMINISTRATION
TRAINING ANNOUNCEMENT – FY17

Executive Development Institute
2017 Leadership Discovery –
Asian Pacific Islander & Hispanic Program

****AMENDMENT: This training announcement is amended to include eligibility from participants who are current GS14 career and career-conditional employees. The application deadline has also been extended through December 16, 2016.****

OPENS: OCT 12, 2016

CLOSES: DEC 16, 2016

WHO MAY APPLY:

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

In order to remain eligible to apply, interested candidates must remain at GS-11 (or higher) grade level (permanent or acting) throughout the duration of the application and program period.

This is a developmental opportunity under the Agency's Diversity Program. There is no promotion associated with this developmental opportunity announcement. This activity is in alignment with the Agency's Strategy Map under N-P2/Right Composition & Size: Our workforce is diverse and of the right composition to flexibly adjust to evolving business needs. This program is also aligned with item #1, Demonstrate Leadership Commitment, under the Diversity and Inclusion Initiative adopted by the Enterprise board in February 2015.

GENERAL INFORMATION:

The Leadership Discovery Program is well-suited for individual contributors committed to expanding and escalating their careers. In this program you will:

- Focus on self-discovery, cultural awareness, effective communication and leadership education.
- Gain awareness about how your cultural values can be leveraged in today's global business environment and discovery about how to optimize these values for organizational development.
- Learn and apply strategic risk-taking in achieving your individual career objective. Sessions include: branding, public speaking, conflict & risk management, etc.

Full-day sessions take place once a month from March to October at various sponsor company offices in the Greater Puget Sound and Greater Portland area. Graduation ceremony is held in November 2017.

Executive Development Institute (EDI) promotes greater cultural diversity throughout public and private organizations through its culturally tailored and interactive learning sessions that develop leadership competencies. Training components of the 8-month program include:

- Recognized leadership principles that are taught by credentialed trainers
- Reinforcing experiential exercises, practical application in the workplace, and peer dynamic
- Multi-cultural executive mentor panel discussions
- Community involvement through a team project

These multi-dimensional features which promote sustained learning and growth, as well as the safe learning environment that facilitates deeper cultural awareness, distinguish EDI from other leadership programs.

Leadership Discovery is for emerging leaders and is offered in Puget Sound and Portland. The curriculum focuses on the cultural values (early messages and family values) of the Asian/Pacific Islander and Hispanic communities and how these values contribute to one's leadership style. Specifically, the Leadership Discovery workshops address the following:

- focus on self-discovery, cultural awareness and effective communication;
- develop and strengthen foundational leadership skills (e.g. public speaking: networking; conflict resolution);
- build awareness about how cultural values can be leveraged in today's global business environment;
- office peer mentoring and share best practices;
- hone team building skills by participating and contributing to a team community project.

PROGRAM DETAILS:

Price: \$4,300 per student. Tuition for this opportunity is covered by the Chief Administrative Office.

Sessions will run from March 2017 through October 2017. Sessions are scheduled to take place on a Thursday of each month; 8:00 AM – 5:00 PM. This timeframe includes a two-day kick-off session that will occur on March 17-18, 2017, and a graduation Ceremony on November 17, 2017. Location for session to be held are yet to be determined, but will be held within the greater Portland Metro area.

Successful graduation from the program requires participation at every session. Applicant and applicant's supervisor may be contacted prior to acceptance to set mutual expectations of the participant and the EDI program.

Interested candidates should have the following qualifications:

- Currently an emerging leader with a strong desire to move into a leadership role;
- Preferably at least five years of business career experience;
- Demonstrated examples of career development, teamwork and leadership competencies (including ability to work cohesively and productively in assigned teams on assigned projects);
- Committed to attend and be an active contributor at every session and on the team project (including any preparations and follow-up work outside of sessions);
- A risk-taker willing to move beyond what is comfortable to model for future EDI candidates;
- Committed to continuous learning and willingness to be introspective;

- Readiness endorsed and supported by management to participate.

There may be a qualification process involving the screening of applicants by direct manager and next level of management.

FURTHER INFORMATION:

Visit the Executive Development Institute's [Leadership Discovery](#) program website for additional program details.

HOW TO APPLY:

Interested candidates should submit a brief narrative that includes responses to the following two personal objective questions:

1. Describe how your participation in this program will benefit you development.
2. Describe how your participation in this program will benefit BPA.

How You Will Be Evaluated:

You will be evaluated by a panel of subject matter experts (SMEs) who will score each candidate by the quality of the responses submitted in the applicant response narrative.

Candidates selected will be referred and screened by the EDI Program Committee members composed of Board of Directors and EDI's executive director to ensure they meet the qualifications.

The Screening and Selection Committee will then evaluate candidates and all applicants will be notified of the Committee's decision before the end of February.

Candidate Application Package Checklist:

- Response narrative containing a response for each question, no longer than one page for each item.
- [Executive Development Institute's formal program application](#) (click to access)
- Resume
- Completed and signed Supervisory Acknowledgement Statement (last page – Page 5)

How to Submit Your Application:

Submit your narrative, EDI Program Application, resume and completed Supervisory Acknowledgement Statement to: GIVORGY KRASKOFF, NHT-1 via e-mail: gqkraskoff@bpa.gov by COB Monday, November 7, 2016. Applications must be received by 11:59 PM PDT.

Applications submitted under this interest announcement will be reviewed and participants selected by the Chief Administrative Officer for submission to the Executive Development Institute. Please do not send your applications directly to the Executive Development Institute.

If selected from this training announcement, approved applications will be sent to the Executive Development Institute for consideration before January 31, 2017. During this time, you will be asked to complete the BPA External Training Registration process.

SUPERVISOR'S ACKNOWLEDGEMENT
TRAINING ANNOUNCEMENT

Executive Development Institute
2017 Leadership Discovery –
Asian Pacific Islander and Hispanic Program

I acknowledge that _____ has submitted an application for consideration for this training opportunity.

I understand that this interest announcement requires pre-approval from me and I approve this training for this applicant.

I understand that, if selected, I am responsible to fund all travel, lodging and per diem expenses connected to this training for this applicant.

All tuition (\$4,300) will be funded by the Chief Administrative Office professional development budget.

Supervisor's Signature: _____ Date: _____

Supervisor's Title: _____ Routing: _____