



Target Grades
Up to GS-15

Location
Online

Tuition
\$6,200 - \$16,500*

Length
5 courses within 3 years

OPM's LEAD Certificate Program

Accelerate your career with a clear path to leadership development.

Leadership Skills for an Extraordinary Career

Take charge of your professional development with the right leadership education for your career. With OPM's Leadership Education and Development (LEAD) Certificate program, your education goes well beyond the classroom – what you learn is immediately applicable on the job. Courses align with the [Executive Core Qualifications](#) used by many departments and agencies in selection, performance management, and development for leadership positions. To formally recognize your achievement, you'll receive a certificate signed by the Director of OPM.

Guided Learning for Leadership Development

The LEAD Certificate Program offers a clear path to career development for four essential leadership roles: **Aspiring Leader**, **Team Lead**, **Supervisor**, and **Manager**.

Each level is a strategically curated learning experience that takes you from the job you have to the job you want, providing guided, purposeful learning at any point in your career. Gain core knowledge and develop capabilities for leadership success refined by our more than 50 years of Federal leadership development experience.

Certificate Levels

Choose your program based on your leadership experience and career goals:

Aspiring Leader: \$6,200*

Emerging leaders in non-supervisory or non-managerial roles.

Team Lead: \$11,600*

Individuals aspiring to be a team lead or currently leading teams/projects.

Supervisor: \$13,500*

New federal supervisors, supervisors in their first year, or any supervisor wanting to excel.

Manager: \$16,500*

Second-level leaders and/or supervisor of supervisors.

*Tuition estimate based on five total courses. Will vary with choice of electives.

The LEAD Certificate Experience

In powerful, collaborative environments, learn and practice the skills you need to take on greater responsibilities and advance to the next level of leadership. All courses are taught by faculty with extensive government expertise who bring diverse ideas and techniques to this immersive learning environment.

Learn Alongside Your Peers

Build a lasting professional network and grow with your peers in multi-agency courses that bring collective experiences to the learning environment.

Build to Your Strengths

Identify and develop your personal strengths with electives and optional individualized coaching sessions.

Reinforce Learning

Take courses at your own pace giving you time to digest, reflect, and plan how to transfer learning to on-the-job roles.

Demonstrate Mastery

Validate your mastery with a capstone presentation that synthesizes your learning through reflection, planning, and action.

Bring LEAD to Your Agency

In addition to individual employees enrolling in the LEAD Certificate program, LEAD can also be delivered in a cohort format for groups within your agency. By training tomorrow's leaders today, the program provides clear progression to support succession management, bringing agencies measurable value through networking and sharing of best practices with the ease of government-to-government interagency agreements. [Contact our team](#) to learn how the LEAD Certificate program can develop your organization's leaders.

Why Choose OPM?

For over 50 years, OPM's Center for Leadership Development has developed visionary leaders to transform government. Our programs, services, and technologies help transform people and organizations, focusing on contemporary challenges through the lens of government.

We are the only Federal program uniquely designed and focused on providing individuals and agencies with a path to career and organizational success built upon OPM's [Executive Core Qualifications](#) (ECQs) and competencies.

Learn how our innovative learning solutions transform today's employees into tomorrow's leaders at www.opm.gov/CLD.

Enroll Today >

Email LEAD@opm.gov

Questions?

202-606-2005

www.opm.gov/LEAD

LEAD@opm.gov

Start Your Leadership Journey

A combination of core classes and electives will put you squarely on the path to career development. You'll focus on essential leadership competencies while personalizing your own growth journey to help fulfill your Individual Development Plan (IDP).

View a list of required courses for each certificate level at www.opm.gov/LEAD.

Level	Aspiring Leader	Team Lead	Supervisor	Manager
Objective	Gain fundamental skills to grow your confidence as a high-performing, rising leader.	Learn leadership strategies while refining skills for building, managing, and participating in teams and projects.	Build skills that emphasize exercising influence and authority, knowing when to lead and when to manage, and fostering a diverse and inclusive workforce.	Acquire strategies to align operations with organizational priorities, mobilize employees, and create innovative solutions to complex challenges.
Audience	Emerging and aspiring leaders in non-supervisory or non-managerial roles. Recommend for grades up to GS-9.	Individuals aspiring to be a team lead or currently leading teams or projects. Recommended for grades GS 11-13.	New federal supervisors, supervisors in their first year, or any supervisor wanting to excel. Recommended for grades GS 13-15.	Second-level leaders, supervisor of supervisors, and/or accountable for specific line or staff functions. Recommended for grades GS 14-15.