



**Target Grades**  
GS-15 and SES

**Locations**  
Online or Charlottesville, VA

**Tuition**  
\$20,870 - \$24,870

**Duration**  
160 hours

# Leadership for a Democratic Society

Embark on a life-empowering and career-strengthening leadership journey.

## Overview

Challenge yourself to excel toward our future world while remaining connected to constitutional values. In the Federal Executive Institute's renowned Leadership for a Democratic Society program, you'll build an enduring foundation for your personal and professional growth journey, preparing you for the complex leadership challenges of today – and tomorrow.

Through a combination of group sessions and learning experiences, you'll engage with peers to gain a deeper understanding of how the U.S. Constitution impacts your leadership role. Using new research and case studies, our experienced, credentialed faculty will guide you in understanding the diverse goals of government and the citizens it serves, all with a focus on OPM's [Executive Core Qualifications](#) (ECQs).

## Who Should Attend

- Members of the Senior Executive Service, GS-15 employees, and equivalents in other pay systems (including military services).
- On a limited basis, GS-14 employees and equivalents with executive-level duties may be approved for a grade waiver.

## Core Competencies

- Leading Change
- Leading People
- Results Driven
- Business Acumen
- Building Coalitions

## Locations and Formats

**Virtual:** \$20,870

Two weeks virtual + intersession + two weeks virtual

**Charlottesville, VA:** \$24,870\*

- Four consecutive weeks in residence (*Residential 4*)
- Two weeks in residence + intersession + two weeks in residence (*Residential 2+2*)
- 10 days in residence + two weeks virtual + four days in residence (*Blended*)

\*includes meals and lodging at the Federal Executive Institute

## What You'll Get

### Flexible formats.

Our residential and virtual instructor-led options connect and engage you in an unmatched learning experience. The intersession periods in the virtual and split program formats give you a chance to explore what you learned back at your agency, promoting a deeper understanding and synthesis in your work.

### Personalized, wholistic learning.

You'll choose from a selection of learning experiences based on specific growth areas. Through a focus on wellbeing, you'll get individualized guidance and tools from professionals to improve resiliency, mental and physical fitness, and work-life integration.

### Increased self-awareness.

Discover how your values and experiences influence success as a leader. You'll participate in an integrated mix of readings, assessments, discussions, assignments, and individual presentations to develop increased self-awareness.

### Expanded professional networks.

Become part of a learning community and leverage the diverse talents and resources found within public servants like you. Our program enhances your expertise and experience, along with peers and faculty, where everyone is both a teacher and a learner.

### Actionable learning.

You'll create an individual change plan to improve your leadership knowledge, skills, and behavior. You'll also create an organizational change project using vital strategies that align with your agency's values and vision.



### 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 to provide individuals and agencies with a path to career and organizational success built upon OPM's [Executive Core Qualifications](#) (ECQs) and leadership competencies.

Discover how our innovative learning solutions transform today's employees into tomorrow's leaders at [www.opm.gov/CLD](http://www.opm.gov/CLD).

“Thank you for an eye-opening and extremely beneficial four weeks of real, life-changing information and engagement.”

- Pete, LDS graduate

## Questions?

OPM's Federal Executive Institute

434-980-6232

[leadersolutions@opm.gov](mailto:leadersolutions@opm.gov)

[www.opm.gov/FEI](http://www.opm.gov/FEI)

## Sample Schedule and Topics

The curriculum focuses on three crucial areas for effective leadership: vision, values, and vital strategies. Content and topics focus on leader development, which moves outward from personal to interpersonal, then to the organization and enterprise levels. A focus on wellbeing is integrated across the programs, with an option of follow-on executive coaching or group sessions after graduation.

### Week 1 - Personal

Self-Awareness  
Individual Values  
Public Service  
Wellbeing  
Constitutional Values

### Week 2 - Interpersonal

Transforming Self  
Developing Others  
Embracing Dialogue  
Productive Conflict  
An Inclusive Republic

### Week 3 - Enterprise

Transforming Organizations  
Leading in Complexity  
Adaptive Leadership  
Strategic Thinking and Planning  
Leading Change

### Week 4 - Integration

Championing Execution  
Resilience  
Envisioning  
Capstone Projects  
Commencement