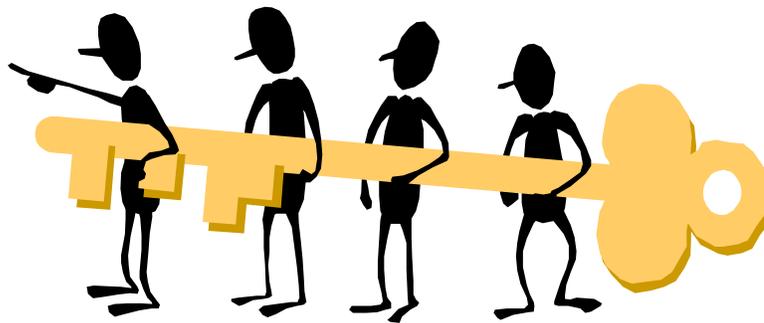


MAY 1997

CLD PROGRAM

Civilian Leadership Development Program

*Your key to career development and
advancement in today's challenging world*



What is CLD?



A Department of the Navy critical issue. A “voluntary” leadership training system. A method for career advancement. Open to all employees.

How CLD Works

Take the 360° assessment. Select a mentor. Develop an Individual Development Plan. Follow the CLD continuum. Periodic assessments. Continuous participation.

What Can It Do For Me?

Expand knowledge. Demonstrate capabilities. Increase visibility. Provide career development guidance. Network contacts. Career enhancement.

What Can It Do For Me As A Supervisor?

Exercise coaching skills. Increase worker dedication. Increase creativity and risk taking. Improve morale. Increase productivity. Facilitate personal advancement.

What Is Participants’ Role?

Let someone know your desire to participate. Volunteer to take the 360° assessment. Select a mentor(s). Write an Individual Development Plan (ILDLP). Be an active partner.

What Type Of Training Does CLD Offer?

Competency-based training. Continuous learning. Low-cost, no-cost activities. Creative funding with existing resources.

What Can It Do For Me As A Mentor?

Help to keep pulse on organization. Source of data, feedback and fresh ideas. Attract the best employees to mentor’s work area. Grow future managers.

What Does A Mentor Do?

Identifies career goals. Helps develop a road map. Offers feedback on strengths and needs. Points out opportunities. Encourages and motivates. Provides organizational perspective.

How Is Training Funded?

Command funded. Uses creative training practices to minimize cost.

How Do I Enroll As A CLD Participant?

Volunteer to take the 360° assessment. Take the assessment. Obtain a mentor. Develop/plan training/development activities (ILDPA). Dedicate time and energy to develop skills. Reassess and modify as needed.

How Do I Volunteer To Be A Mentor?

Contact designated CLD Administrator. Obtain participant. Plan training/development activities. Dedicate time and energy.