



INDIAN HEALTH SERVICE

IHS EXECUTIVE DEVELOPMENT PROGRAM



PURPOSE

The purpose of the IHS Executive Development Program (EDP) is to prepare a cadre of new senior executives, and high potential GS 14s and 15s for senior level leadership positions anticipated at the agency within the next one-to-three years. The program is based on the OPM Executive Core Qualifications (ECOs), with a special emphasis on the competencies of critical and strategic thinking.

The program includes the following elements:

- *Leadership assessments*
- *Action Learning Capstone Project*
- *Reading and developmental assignments*
 - Coaching*
 - Optional** *90-day developmental detail assignment*

**Notify the Program Manager upon acceptance, if interested, to receive assistance with placement.*

Method: This program is blended, with four in-person instruction and three virtual sessions. The first in-person session, closing session, and graduation will take place at the IHS Headquarters in Rockville, MD.

Objectives: Participants will:

- Discuss and explain each of the five OPM SES [Executive Core Qualifications](#) (ECOs).
- Demonstrate enhanced leadership and management skills in the areas of team-building, critical thinking, strategic thinking, influencing, negotiating, political savvy, and external awareness.
- Prepare a drafted executive development plan (EDP).
- Learn how to complete an SES application.
- Practice increased self-awareness as an individual, team member, and leader.
- Evaluate and leverage the diverse talents of the IHS workforce.
- Apply resiliency, mental, and physical wellness for a more enhanced work-life balance.

INTENT

Serving in an IHS leadership position is not comparable to leadership positions in any other federal agency. Health care delivery in a federal setting requires compliance with industry standards and regulations, as well as compliance with federal program regulations and managing programs with federal appropriations. In addition, health care delivery in the IHS requires knowledge and experience of the unique authorities and government-to-government relationship between IHS and Tribes, as well as of how IHS works with Urban Indian organizations.

In accordance with [5 CFR 412.201](#), this leader development program will prepare the participant for a leadership position as part of IHS succession planning.

TARGETED AUDIENCE

The target participants for the IHS Executive Development Training Program are permanent Federal government IHS employees at the GS-14 grade level or higher who have exhibited the capabilities to serve in a leadership position at the Service Unit, Area or Headquarters level, either in a permanent or "Acting" capacity. The selection committee will consider the individual's demonstrated performance, leadership, potential, and commitment to the IHS mission.

PROGRAM DURATION

The IHS Executive Development Program (EDP) is scheduled over the course of one-year, and to begin with an in- person one-week classroom session in October 2024 at the IHS Headquarters in Rockville, MD. Subsequent one-week classroom session dates are scheduled for February, May, and conclude in September, in Rockville, MD. Additionally, three virtual inter-sessions (1:00-4:30 PM ET) are scheduled, with required attendance.

REQUIREMENTS

A nomination form must be completed and submitted through the respective Area Director or Headquarters Office Director to Dr. Tiffany Carter (Tiffany.Carter@ihs.gov) by the provided deadline. Each Area may submit **two** nominees. Headquarters Offices may submit **one** nominee. There will be up to 25 participants selected and announced at least one month prior to the program start date.

If selected to participate in the program, the individual's home service unit, Area Office, or Headquarters Office is responsible for the travel and per diem costs to the four classroom sessions.

The selected participant must complete a SF182 and Continued Service Agreement (CSA) prior to the start of the program. The selected participant is permitted three days of excused absences (virtual or in-person) for the program duration. Failure to comply will result in program dismissal and the participant will not receive a certificate of completion. Participants are responsible for obtaining any missed training material from the OPM Facilitator.

ADDITIONAL INFORMATION

The next offering will be announced in summer 2025. Feel free to contact Dr. Tiffany Carter with questions or for more information at Tiffany.Carter@ihs.gov.