

EXECUTIVE DEVELOPMENT PROGRAMMES IN THE PUBLIC SECTOR

CCMD offers executive development programmes to provide broad leadership skills. These are outlined below as they do not relate specifically to any one competency, but instead touch upon many of the competencies presented in the remainder of this section.

The ADM Pre-Qualifying Programme (ADM PQP)

- The Pre-Qualifying Programme is a pre-qualification process for ADMs which is designed to identify and promote senior leaders in the public service. The successful candidates in this pool will already demonstrate ADM leadership competencies and are ready for appointment to the ADM level. Appointments are made from the pre-qualified pool by Deputy Ministers as assignments become available.
- Interested executives need to complete an application, which can be obtained through the web-site listed below. Assessments involve three components: a track record interview, a reference check process, and an interview with a Selection Review Board which includes Deputy Ministers, Associate Deputy Ministers, experienced senior ADMs, and a senior PSC official.
- For detailed information, access www/psc/cfp.gc.ca/admpqp/pqhome.htm or contact SPE at 995-5145.

The Accelerated Executive Development Programme (AEXDP)

- The objective of the Accelerated Executive Development Programme is to identify a group of EX-1s to EX-3s who demonstrate the potential to become ADMs, and to accelerate their development and career advancement through assignments and learning mechanisms such as coaching, mentoring, learning plans, and small learning groups.
- Interested executives should assess themselves against the leadership competencies for ADMs and Senior Executives (see web-site below), and seek the advice of their current ADM and other senior officials with whom they have worked in the past.
- An application guide is available through the web-site listed below. The assessment process parallels that of the PQP process, with the addition of other optional assessment tools, such as the Full Circle Appraisal.
- For detailed information, access www/psc/cfp.gc.ca/aexdp/axhome.htm or contact SPE at 995-5145.

The EL Programme

- The Executive Leadership (EL) Programme is an intensive two-week, non-residential course with mandatory pre-course reading and interviewing of colleagues on leadership issues.
- It is designed to increase the leadership capacity of participants by allowing them an opportunity for dialogue, reflection and active learning around the four masteries of leadership: personal, interpersonal, organizational and contextual (the nation, international realities, globalization, etc.).
- A number of modules help participants focus on these masteries. A module on *Vision, Values and Ethics* explores ethical and values questions. Other modules look at the culture of teams, the realities of organizations and the challenge of leadership in periods of change. Another significant module, called *Moving Toward a Citizen Centered Governance*, invites participants to produce their own diagnosis of the evolution of governance.
- The focus of this learning experience is reflection and dialogue rather than a program of information exchange or a “how to” session on problem solving.
- For further information, access www.ccmd-ccg.gc.ca or contact CFSP at 944-PROF.