DEFENSE LOGISTICS AGENCY (DLA)
DEFENSE CONTRACT MANAGEMENT AGENCY (DCMA)
PROGRAM FOR DEVELOPING MANAGERS 2004
SUMMARY

The DLA/DCMA Program for Developing Managers (PDM) is an intensive four-week residency experience designed for high potential middle managers, new senior managers, and technical specialists who have recently or are about to have increased management responsibility. It emphasizes quantitative skills and team building, and develops strategic thinking and the critically important behavioral aspects of management that strengthen core competencies and enhance leadership skills and sharpen the participant's ability to deal effectively with change.

Functional Understanding: Participants develop a working knowledge of the language and methods of the principal management functions – accounting, economics, finance, marketing, operations, and strategic planning. They learn how these functions interrelate, how to assess information from specialists, how to determine the impact of that information on their areas of responsibility, and how to make and follow through on decisions that support the organization's strategic vision. The corporate structure and business operations of DLA are also incorporated in the course curriculum.

Behavioral Insight: Participants learn to read hierarchical organizations accurately, to apply current management theory and techniques to such challenges as communicating with and motivating employees both inside and outside their own chain of command, and to build, manage, and motivate teams. A significant part of the participant's time is focused on their management style, as well as communication and presentation skills.

Current Issues: The Program includes seminars, lectures and discussions on the dynamics of critical current issues such as Business Systems Management, Customer Relationship Management , Knowledge Management, diversity, ethics, negotiation, and the global economy.

Who Should Attend: Women* GS-12 and above and high potential GS-11's, who are high potential middle managers, new senior managers, and technical specialists, needing a broader understanding of the functional areas of business and more focused leadership skills.

*Applications from male applicants will also be accepted for consideration.