

The Mastering Leadership Excellence (MLE) Program

Course Number: 4460

Length: 19 weeks

Primary Delivery Method: Instructor-facilitated online (asynchronous)

Alternative Delivery Methods: Instructor-led online (synchronous); Self-study online

Course Description

The Mastering Leadership Excellence (MLE) program empowers mid-level leaders to lead with greater confidence and competence at the enterprise level. As the federal landscape continues to evolve, agencies need capable and innovative leaders who can translate new policies into strategy and lead through change, all while delivering results that drive the organization forward. Aligned with OPM's latest guidance and 5 CFR 412.202 requirements, the MLE program supports succession planning, mission continuity, executive readiness, and institutional excellence. The MLE program offers a rapid-deployment COTS solution, one that integrates Kirkpatrick Level 3 reinforcements—such as simulations, executive coaching, and Action Learning projects—all to create lasting behavior change and improved organizational outcomes.

Intended Audience

The MLE Program is designed for mid-level leaders in GS-14 to GS-15 levels. It is specifically geared toward federal employees to maximize the learning experience of cohort attendees.

Client-Provided Facility Requirements

- 1 computer per student with Internet and Microsoft Office 2010
- Internet required for instructor computer

Course Learning Objectives

- Drive mission-aligned strategies, lead through complexity, and build coalitions to implement change
- Align budget, people, and operations to drive efficiency and performance
- Align organizational goals, plans, and performance to achieve measurable outcomes
- Build a high-performing organizational culture grounded in ethics, excellence, and continuous improvement

Course Schedule

OUTCOME 1: ADVANCE POLICIES AND PRIORITIES AT THE ORGANIZATIONAL LEVEL	
1.5 HOURS	Cohort Kickoff
0.5 HOURS	Pre-Program Assessment
2 HOURS	Envisia Manager View 360
0.5 HOURS	Discussion

The Mastering Leadership Excellence (MLE) Program

3 HOURS	Developing an Advanced Leadership Mindset
0.5 HOURS	Accountability Partner Meeting
2.5 HOURS	Leadership Sharing and Action Learning
1.5 HOURS	Action Learning Session
3 HOURS	Executing Strategic Plans
4 HOURS	Leading Through Organizational Change
0.5 HOURS	Discussion

OUTCOME 2: OPTIMIZE AGENCY RESOURCES TO ADVANCE MISSION GOALS

4 HOURS	Reshaping Agency Operations and the Federal Workforce
3 HOURS	Navigating the Federal Budget Process
1.5 HOURS	Connect with the Expert Meetup
3.5 HOURS	360-Degree Assessment Workshop
1 HOUR	Executive Coaching Session
3.5 HOURS	Creating Data-Savvy Leaders and Organizations
0.5 HOURS	Accountability Partner Meeting
0.5 HOURS	Discussion

OUTCOME 3: DELIVER RESULTS THROUGH STRATEGIC PLANNING AND EXECUTION

0.5 HOURS	Hogan Assessments
3 HOURS	Preparing Annual Performance Plans and Reports
3 HOURS	Conducting Performance and Strategic Reviews
1 HOUR	Executive Coaching Session

The Mastering Leadership Excellence (MLE) Program

1.5 HOURS	Action Learning Session
3 HOURS	Managing Projects
0.5 HOURS	Accountability Partner Meeting
0.5 HOURS	Discussion

OUTCOME 4: FOSTER AN ORGANIZATIONAL CULTURE OF ACCOUNTABILITY AND MERIT

3.5 HOURS	Decision Making and Influencing with Data
4 HOURS	Aligning Culture and Strategy
3 HOURS	Fostering Accountability
0.5 HOURS	Accountability Partner Meeting
8 HOURS	Building Federal Talent
0.5 HOURS	Post-Program Assessment
8 HOURS	SimLead Experience
0.5 HOURS	Discussion
1 HOUR	Executive Coaching Session
1.5 HOURS	Connect with the Expert Meetup
2 HOURS	Cohort Closeout

Learning Methods

Pre- and post-program competency assessments; Envisia Manager View 360 assessment; Hogan Personality Inventory; Hogan Development Survey; individual, small-group, and large-group exercises; lecture; discussion; case studies; simulation; expert panels; action learning; reflection; self-paced learning; experiential learning; cohort-based learning; outcome-based learning; executive coaching; and group coaching.

Credits

Continuous Learning Points (CLPs)

The Mastering Leadership Excellence (MLE) Program

- Credits: 88.5

Prerequisites

There are no prerequisites for this course.

Pework

There is no pework required for this course.

Requirements for Successful Completion

Full (100%) attendance is expected and required. Successful completion of the course depends on full class attendance and active participation in individual and group exercises.

Follow-On Resources

- [Diplomatically Savvy Leadership](#)
- [Unleashing the Power of Innovation](#)

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Ready to Enroll?



See the most recent course information and scheduled classes at this link:
<https://www.managementconcepts.com/course/id/4460>



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