

# Frequently Asked Questions

**Course Title:** The Mastering Leadership Excellence (MLE) Program

**Course #:** 4460

**Duration:** 19 weeks

**Delivery Method:** Instructor-facilitated online (asynchronous)

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

## 1. What business or organizational need does this course address?

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.

## 2. Who should attend?

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.

## 3. What will I learn how to do in this course?

- 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

## 4. What kinds of activities are included in this course?

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.

## 5. Are there prerequisites for this course?

There are no prerequisites for this course.

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## 6. Do I have to complete any prework for the course?

There is no prework required for this course.

## 7. Is this course applicable toward a professional certification?

No, this course is not applicable toward a professional certification. However, many Management Concepts courses do prepare you for professional certification programs. Click [here](#) to see a full list of professional certification programs that are supported by Management Concepts training courses.

## 8. Does this course count for credit toward a Management Concepts Certificate Program?

No, this course is not applicable toward a Management Concepts Certificate Program. However, many Management Concepts courses do count for credit toward a Management Concepts Certificate Program. Click [here](#) to see a full list of Management Concepts Certificate Programs.

## 9. What credits do I earn by completing this course?

The following credits are available for this course:

CLPs: 88.5

## 10. What course(s) do you recommend after I complete this course?

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

## 11. What are Additional Features?

Most courses and training solutions have **Additional Features** designed to help every learner master and retain the concepts explored in the course. You can see which Additional Features are added to this course on the course page under the **Learning Objectives & Additional Features** tab – and for a more detailed exploration of our Additional Features, you can visit [this web page](#).