

BLM's Leadership Excellence Program

The BLM developed the Leadership Excellence Program in the late 1990s. The Leadership Excellence Policy, issued in 2003, sets forth the following tenets:

- The BLM's mission is important and worth carrying out. It drives what we do and how we do it. All employees need to understand and see themselves as key to carrying out the BLM mission.
- Organizational and personal leadership are essential to carry out BLM's mission.
- All BLM employees have leadership potential. Such leadership should be encouraged at all levels of our organization, across all functional areas, from our newest employee to our most senior executive.
- In order to leverage this leadership potential, BLM needs to be a learning organization where the intellectual capital required to carry out our mission is recognized, nurtured and protected.
- Each employee can and ought to take responsibility for his/her leadership development.

A series of training courses leads employees throughout their career to grow their leadership skills. The core curricula are: Pathways, Leadership Excellence, Emerging Leaders (new) and Leadership Academy. The underlying tenet of all these classes is to develop leadership and managerial skills. It is at the emerging leadership level that employees will begin to self-select for the managerial tracks. Further competition to participate in the Leadership Academy will identify employees with strong capabilities in leadership for the organization.