



September 19, 2019

Higher Echelon (HE) partnered with CareerPro Global (CPG) in 2019 on the Executive Leadership Training and Coaching Program (ELCP). During this time, CPG provided Senior Executive Service (SES) coaching to more than a dozen GS-15s throughout the Veterans Benefit Administration, with the potential of multiple more years and many more program participants.

CPG provided coaching on Executive Core Qualification (ECQ) narrative development and SES resume writing. We chose CPG based on the company's reputation as a prominent leader in the career management industry, boasting over 30 years of experience in supporting federal job seekers, veterans, and executive leaders. In fact, the company has assisted thousands of SES candidates across the government, and in numerous agencies, functional and business areas.

CPG matched each VA participant with a world-class coach who walked them through a tactical and iterative development framework to help these VA leaders tell their career stories through the right perspective and create SES level resumes that demonstrated compelling and relevant career responsibilities and progression. The training included phone-based coaching, online training delivery, and extensive editorial review and feedback on their documents.

The program participants included Directors of some of the VA's largest and most complex regional offices, leading hundreds of government employees and contractors in providing critical benefits and support to tens of thousands of veterans across large geographical regions. The feedback from these GS-15 leaders, and the VA program manager, has been overwhelmingly positive, and we hope to work with CPG in training the next generation of senior executives for years to come!

Rick Roper

Rick Roper
Senior Vice President, Human Capital Services
HigherEchelon, Inc.
www.the-he.com