Dear HRMOs,  
  
The Civil Service Commission is offering a certification program that provides an alternative mode of satisfying the education requirement for those aspiring for Division Chief and equivalent executive/ managerial positions in government.  
  
The Leadership and Management Certification Program (C-PRO) ensures that candidates possess the five leadership competencies necessary for effective performance. These are Thinking Strategically and Creatively, Leading Change, Building Collaborative and Inclusive Working Relationships, Managing Performance and Coaching for Results, and Creating and Nurturing a High Performing Organization.  
  
C-PRO enrollees will be asked to choose from two tracks. In the Training Track, candidates will learn and develop the competencies through the 10 day Leadership and Management Development Course (LMDC), then demonstrate them by undertaking a 90-day Action Learning Project (ALP) with coaching sessions. They will then undergo Competency Assessment consisting of a written test to determine conceptual knowledge, a portfolio review to check adequate practice of the competencies, and a behavioral event interview to further probe the competencies presented in the portfolio.  
  
In the Recognition of Prior Learning Track (RPL), candidates who have acquired the competencies through actual work experience need not take the 10 day training course. Instead, they will proceed to the Competency Assessment after passing a pre-qualifying written test. Those who pass the assessment in all of the five leadership competencies will earn a Certificate in Leadership and Management, which can be sued in lieu of a Master's Degree to fulfill the education requirement for appointment to Division Chief or equivalent positions.  
  
Please refer to the attached C-PRO brochure for more info.  
  
CSC is now accepting the first batch of candidates for the C-PRO. The 10 day LMDC and subsequent ALP for the Training Track will begin on March 7, 2016.  
  
Online Registration is thru this link:  
  
<https://docs.google.com/forms/d/1MVRPGnwNhgPFnT1n5u4AZ6ZQfL3wOmg-3WicDKpN5_s/viewform>