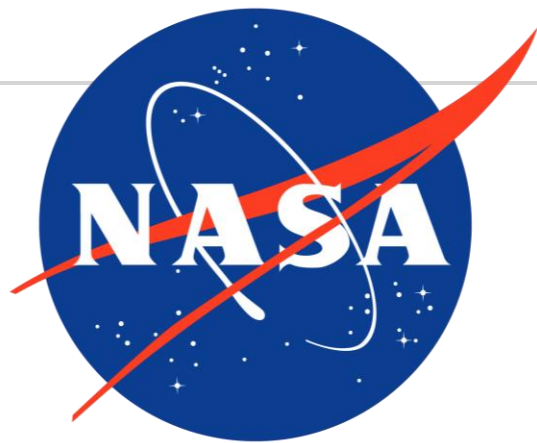


NASA *LEADS*

*Leadership for
Excellence,
Advancement, and
Discoveries in the
Sciences Program*

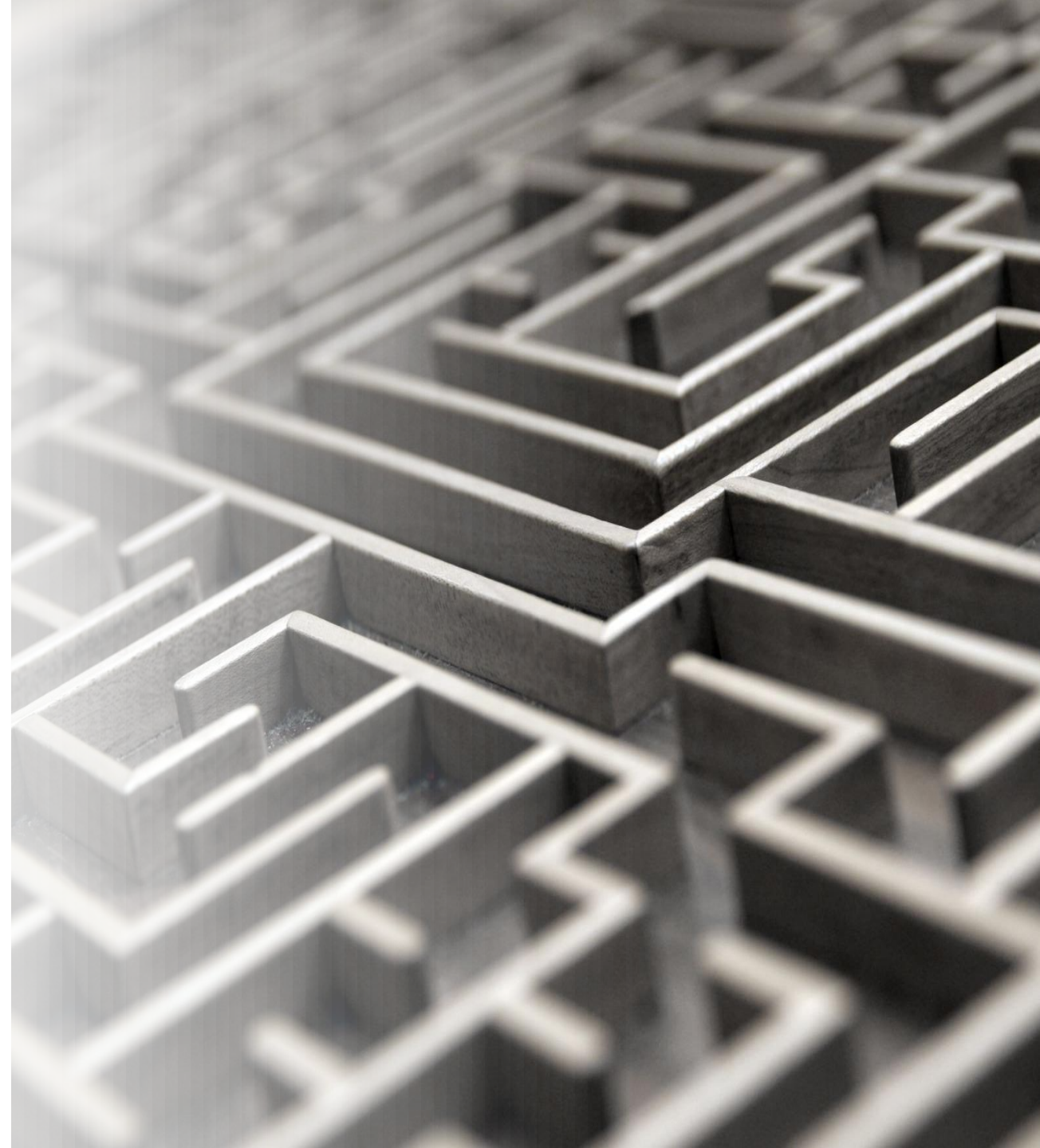


Information Session
(Applicants)





- The NASA Leadership for Excellence, Advancement, and Discoveries in the Sciences (LEADS) Program is an SMD leadership development program designed for NASA civil servants who are scientists or lead science organizations.
- The program focuses on:
 - NASA as an agency and its organizational culture
 - awareness of core values and their role in effective leadership
 - leading innovative, high-performing science teams





NASA LEADS Overview

- [NASA LEADS](#) is an SMD developed leadership program, blended, part-time (20% of FTE), blended program that balances a cohort approach with flexibility for the needs, backgrounds, and goals of participants and their organizations.
- **The application window will be open from October 2 – October 30 on Talent Marketplace.**
- Cohort program to take place from February 2027 – March 2028.
- The cohort will select up to 30 civil servants from NASA science organizations.
- Participants will:
 - Attend four in-person sessions, including an in-person graduation
 - Participate in five virtual intersessions
 - Complete instructor-led, virtual leadership courses
 - Complete one or more personality assessments
 - Complete a cohort capstone project
- Financial Responsibility:
 - SMD will cover .20 FTE for each participant
 - SMD to provide travel support for in-person sessions

NASA LEADS Program Objectives:



- 1. *Strengthen Commitment to NASA's Mission and Service to the Nation:*** Build trust, ownership, and humility by connecting participants more deeply to NASA's mission, senior leaders, and peers across the Agency.
- 2. *Increase Readiness for Technical Leadership:*** Develop the confidence and skills to lead with clear communication, urgency, and deepening accountability, including when formal authority is limited.
- 3. *Expand Leadership Capacity:*** Broaden participants' understanding of leadership from positional authority to the ability to plan, act, align others, and create conditions for others to succeed.
- 4. *Break Organizational Silos:*** Strengthen unity across Centers, disciplines, career stages, and Mission Directorates through cross-Agency collaboration, debate, and shared execution.
- 5. *Build Lasting Leadership Networks:*** Create enduring networks that strengthen trust, communication, collaboration, and mutual support as participants advance throughout NASA.

The NASA LEADS program will develop a cohort of effective, supportive, ethical, globally aware technical leaders.



NASA LEADS Participants will benefit from:

- Honing your ability to lead high-performing teams for scientific innovations and breakthroughs
- Increasing your awareness of NASA as an organization and its culture
- Increasing your awareness of their personal values and alignment with NASA's core values
- Integrating and applying of values to ethical leadership
- Getting exposure to senior leadership
- Gaining/increasing your Agency-level project experience
- Joining a cohesive and dynamic cohort of leaders committed to excellence and innovation in the sciences

The ideal NASA LEADS candidate will have a passion for self-development and leveraging their growth for the good of the NASA mission!



Leadership Expectation Definitions

- **Trust** – The mission must always come first.
- **Communication** – Frequent, clear, & concise.
- **Organization** – Always have a plan.
- **Urgency** – Bias for action – don't wait for tomorrow if something meaningful can be done today. The world is waiting.
- **Ownership** – Don't wait for someone else to solve the problem and encourage a culture of radical ownership at all levels of the organization.
- **Humility** – You already work at NASA, it is a privilege.
- **Unity** – Discuss and debate privately; commit and execute once a decision is made

Program Eligibility



- This opportunity is open to Civil Servants only.
- This includes GS-13-15 and NEX-13-15 employees who engage in science work (including OPM job series 13XX such as 1301, 1310, 1330, 1340, etc., 0400) and/or are part of science organizations (e.g., 1515, 1520, 1530, and 1550 in science organizations).
- Both supervisors and non-supervisors are eligible.
- Both Permanent and Term Civil Servants are eligible.
- All participants must:
 - Meet the [eligibility requirements](#).
 - Have supervisory approval.
 - Commit to attending and actively participating in all program activities.
 - Submit an application via [Talent Marketplace](#) (no email applications will be accepted).
- Up to 30 participants will be selected for the 2027 - 2028 cohort.

NASA LEADS Application Process – Applicants

- The application window is open now (Oct 2 - Oct 30) on Talent Marketplace.
- Both you and your supervisor must sign the application.
- All applicants must complete a NASA LEADS application and submit the form through Talent Marketplace.
- Applications will be evaluated based on your responses to six questions (one video prompt and 5 short essay questions)
- Applicants will be asked to respond to one question in video format (Link to [video instructions](#))
 - The video should be 7 minutes or less
 - Record via MS Teams in a quiet space
 - Upload to folder in MS Teams
 - Dress Professionally
 - Make sure you have answered all parts of the question
 - Practice your response before completing the final recording is encouraged
- Per Federal Government policy, **you MAY NOT use ChatGPT** or other artificial intelligence tools to assist in drafting application and assessment responses. Grammar checks are acceptable use.

Directions for Recording Talent Marketplace Videos



[\(Download Word Document with screenshots here\)](#)

It is easy to record a 5-7 minute video in Teams and upload it to your Talent Marketplace application. If you have any questions or concerns, please contact Amy Treat at amy.a.treat@nasa.gov or Paola Ortiz at paola.c.ortizperez@nasa.gov.

1. Create a meeting invite in Outlook and invite yourself to “Record LEADS Video.”
2. Join the meeting in a new Teams window. Make sure you are sitting comfortably in a quiet location. Once you are in the meeting, click on **More (...)**. Choose **Record and Transcribe**. Then **Start Recording**.
3. Make sure you are recording your video in English and record Video and Audio.
4. When you are finished recording, go back to the More (...) and choose Stop Recording. The file will automatically save to your OneDrive.
5. Go to OneDrive and sign in with your work account. Click on My Files in the left sidebar.
6. Open the folder named Recordings and find your video file.
7. Go to your application and click Attach or Upload, then select the downloaded file.

The video response should answer: Where do you see yourself in 3-5 years? How will your participation in NASA LEADS help you achieve your goals, further your leadership at NASA, and enhance your service to the nation?

Your video submission brings your application to life by allowing you to share your motivation and aspirations in your own voice.

Application Form NF 1916

	NASA SMD Leadership for Excellence, Advancement, and Discoveries in the Sciences (LEADS) Program Application Instructions
Applicant Information	
1-3. Automatically populated, but applicants have the ability to modify their Full Name in the event it is not accurately displayed.	
4. LEADS applicants must enter the complete job title of their current position.	
5. LEADS applicants must enter their current General Schedule (GS) level.	
6a. LEADS applicants must indicate whether they are full-time and if they are on a term (temporary) or permanent appointment.	
6b. If the applicant is on a term or temporary appointment, the applicant must indicate the end date of their current appointment.	
7. Prior to submitting this application, the applicant must identify their supervisor using the "Lookup" button followed by its prompts.	
8. Electronically sign and date the form by clicking the submit button.	
Applicant's Supervisor Information	
1-3. Automatically populated.	
4. By signing this document, you are endorsing this Candidate for participation in the NASA First Development Program. As a Supervisor, you acknowledge:	
- NASA LEADS is a year-long part-time program, and selected participants will participate in four in-person sessions (5 business days each); two virtual intersession activities (half-day each); five synchronous virtual courses (4 business days each); and an experiential project. Estimated time to participate in this program is 20% over the entire program period. NASA LEADS provides support for this commitment, as well as a travel stipend. - Allowing this employee to be assigned to small teams to work on center and/or agency level projects, which are expected to be completed throughout the program. - You will work with this employee to ensure full commitment to gain the maximum value from NASA LEADS, which includes proactively balancing workload.	
Application Questions	
1-6. LEADS program applicants must answer all questions.	

	NASA SMD Leadership for Excellence, Advancement, and Discoveries in the Sciences (LEADS) Program Application	
LEADS Program Applicant Information		
1. Applicant's Full Name Neyda Abreu-schienze	2. Applicant's Phone 757.864.7617	
3. Applicant's Email neyda.m.abreu@nasa.gov	4. Applicant's Current Position Title	
5. Current General Schedule (GS) Level ☐ GS-13 ☐ GS-14 ☐ GS-15 ☐ ST ☐ SL ☐ NEX-13 ☐ NEX-14 ☐ NEX-15 ☐ NEX 00		
6a. Permanent Full-Time Civil Servant ☐ Yes ☐ No	6b. Length of Time Remaining in Contract if term civil servant	
7. Applicant's Supervisor Lookup Lookup Email Field		
8. Applicant's Signature	9. Date Signed	
10. Would you like to reveal your LEADS Program Application responses to your supervisor? ▼		
LEADS Program Applicant's Supervisor Information		
1. Supervisor Name	2. Supervisor Email	3. Supervisor Phone
BY SIGNING THIS DOCUMENT, YOU ARE ENDORSING THIS CANDIDATE FOR PARTICIPATION IN THE NASA FIRST DEVELOPMENT PROGRAM. AS A SUPERVISOR, YOU ACKNOWLEDGE:		
• NASA LEADS is a year-long part-time program, and selected participants will participate in four in-person sessions (5 business days each); two virtual intersession activities (half-day each); five synchronous virtual courses (4 business days each); and an experiential project. Estimated time to participate in this program is 20% over the entire program period. NASA LEADS provides support for this commitment, as well as a travel stipend. • Allowing this employee to be assigned to small teams to work on center and/or agency level projects, which are expected to be completed throughout the program. • You will work with this employee to ensure full commitment to gain the maximum value from NASA LEADS, which includes proactively balancing workload.		
4 LEADS Application Approval ▼		
5. Supervisor Signature	6. Date Signed	

After applications are signed, attach the pdf file to your Talent Marketplace submission.

Application Form (NF 1916)



	NASA SMD Leadership for Excellence, Advancement, and Discoveries in the Sciences (LEADS) Program Application
LEADS Program Application Questions	
1. What will you and your organization gain from your participation in NASA LEADS? (You are limited to 1,000 characters.)	
2. Describe a time when you received constructive feedback. In your response, please address how you responded to this feedback, any challenges you faced in receiving this feedback, and how you implemented the feedback. (You are limited to 1,000 characters.)	

3. Describe your experience in scientific team(s). In your response, please explain how you drove innovation, generated and communicated ideas in support of the science mission, influenced others, and encouraged a bias for action. (You are limited to 1,000 characters.)
4. Describe your experience leading others (in or outside of NASA). In your response, please explain how you set expectations, handled personal conflicts and disagreements, managed competing priorities, and delivered on commitments. (You are limited to 1,000 characters.)
5. One of NASA leadership expectations is ownership. What does this expectation mean to you as a scientist? How would you encourage a culture of radical ownership? (You are limited to 1,000 characters.)

NASA Form 1916 09/26 (1.4)

NRRS 03/033.0.A
PAGE 3 OF 3

After applications are signed, attach the pdf file to your Talent Marketplace submission.

Supervisor Endorsement



- **Prior to applying, prospective candidates will need to obtain support from their supervisor.** Supervisor endorsement and commitments are on the [NASA LEADS – Candidate Eligibility page](#) and summarized below:
 - Acknowledgement that NASA LEADS is a year long, part-time program. Selected participants will commit 20% of their time to program activities and travel over the entire performance period.
 - Permission to be assigned to small teams to work on center and/or agency-level projects, which are expected to be completed before the final module.
 - Work with the participant to ensure full commitment to gaining the maximum value from NASA LEADS, including proactively balancing workload.
- **Financial support from SMD will be provided**
 - 20% FTE will be covered for each participant
 - Travel support will be provided for each in-person session
- **Every application will require supervisor's approval, which may include an organizational vetting process.**



Requirements for Program Completion

- To be eligible for NASA LEADS, participants must attend and actively participate in all program activities. Candidates who cannot commit to attending all activities are not eligible for participation. To remain in good standing, a NASA LEADS participant will:
 - Attend all four in-person sessions, including the in-person graduation.
 - Attend all virtual, inter-session meetings, including the program orientation.
 - Attend, participate, and complete all the online synchronous courses.
 - Meet all the requirements set forth by the program, including assigned coursework, a capstone group project, assessments, session assignments, and pre-session reading assignments.
- **In-Person Participation:** In-person sessions cannot be substituted by hybrid or remote participation. In-person completion of these sessions is required for NASA LEADS Graduation.



Selection Process

- Applications go through an initial eligibility screening for:
 - Completeness (questions and essay questions)
 - Supervisor endorsement
 - GS/NEX grade
 - Applicants who are not eligible and their supervisors will be notified as soon as the initial screening is complete.
- Eligible applications sent to members of an initial selection panel:
 - 3 reviewers will evaluate each application
 - Reviewers are Senior GS-15+ in Science & Science-Related fields
 - Responses to video prompt in the applications will be scored from 0-15
 - Responses to essay questions in the applications will be scored from 0-5 and given a final recommendation of “highly recommend,” “recommend,” “recommend with reservations” or “do not recommend”
 - Recommendation Scores will be averaged with the independent evaluations from all Reviewers
 - If the standard deviation of the Recommendation Score is very large, an additional Reviewer will be sought
- All eligible applicants and their supervisors will be notified of the selection outcomes in January 2027.

NASA LEADS At-A-Glance Feb 2027 – Mar 2028

Program Orientation
(One hour - virtual)

Week of Feb 22, 2027

Program Kickoff
(Four hours - virtual)

Week of March 8, 2027

In-person Session 1
(One week - Langley)

April 5 - 9, 2027

Course 1:
(20 hours - virtual)

*Weeks of May 3 &
May 10, 2027*

Intersession 1
(Four hours - virtual)

Week of May 31, 2027

In-person Session 2
(One week - Ames)

June 21 - 25, 2027

Course 2:
(20 hours - virtual)

*Weeks of July 12 &
July 19, 2027*

Intersession 2
(Four hours - virtual)

Week of July 26, 2027

Course 3:
(20 hours - virtual)

*Weeks of Aug 16 &
Aug 23, 2027*

In-person Session 3
(One week - Goddard)

Sept 13 - 17, 2027

Intersession 3
(Four hours - virtual)

Week of Sept 27, 2027

Course 4:
(20 hours - virtual)

*Weeks of Oct 25 &
Nov 1, 2027*

Intersession 4
(Four hours - virtual)

Week of Nov 15, 2027

Course 5:
(20 hours - virtual)

*Weeks of Jan 17 &
Jan 24, 2028*

In-person Session 4
(One week - Johnson)

Feb 28 – Mar 3, 2028

If specific dates are not indicated, the activity will occur sometime during the week noted. All activities are mandatory, including four in-person sessions.



Questions?



In-Person Sessions

In-Person Session	Dates	Proposed Location
Session 1	April 5-9, 2027	Langley
Session 2	June 21-25, 2027	Ames
Session 3	September 13-17, 2027	Goddard
Session 4	February 28-March 3, 2028	JSC



Courses

Courses

Leading for Technical & Scientific Innovation

Leading in Global, Scientific & Technical Communities

Stewardship of Federal Resources

High Performing NASA Teams

Negotiations & Influence