



Revisions to Leadership Competency Models: The Executive Competency Model (ECM) and Managerial Competency Model (MCM) are two of our leadership competency models, and have been revised to reflect the rapidly changing business environment at the Postal Service and to prepare for our future leadership challenges.

A competency is an attribute required for successful work performance, and a competency model is a list of competencies that are particularly important for a specific function or role. Competency models have been in use at the Postal Service for many years, but the Executive and Managerial Competency Models have recently undergone a major revision.

Each model lists the competency definitions along with examples of observable behaviors at three levels of performance (Needs Development, Meets Expectations, and Exceeds Expectations). The models will build a strong leadership pipeline by forming the foundation for all Postal talent management programs and processes, including EAS Leadership Development (ELD) and Corporate Succession Planning (CSP). For more information regarding the revised competency models, please visit the 'How to Develop Your Career' website that describes and links to all the [Leadership Competency Models](#).

Attention ELD Participants and CSP Potential Successors: If you are currently an ELD participant or a CSP potential successor, the revisions to the competency models may affect your Individual Development Plan (IDP), depending on the status of your activities. For IDP activities that are currently in a "pending approval" or "in-progress" status, you will be able to continue working on those activities. If, however, you would like to create/add new activities, you will be prompted to complete an assessment using the new competency models. ELD Participants will take an assessment based on the new MCM and CSP Potential Successors will take an assessment based on the new ECM. Please note that you will have the ability to view the old assessment by selecting "view previous assessment" from the ELD or CSP dashboard once your historical information is archived.

Attention Approval Managers: Approval managers will also be required to complete a new manager assessment prior to providing a support/decline action for new IDP activities requested by your employees.

Whether you are developing in your current position or preparing for your next job, the new models clarify the leadership behaviors that are important to the Postal Service and can guide you in developing your leadership capabilities.