

The LDP is built on the foundation that "*Leadership is Everybody's Business*" and the USPTO is committed to educating and growing leaders throughout all levels of the organization. You can determine which one is best based on your current role and your developmental interests and needs.

The LDP reflects the commitment of USPTO to develop leaders at five levels:

- **Individual Leaders** (non supervisory, permanent full-time or temporary career or career conditional employees, at any grade level)
- **Aspiring Leaders** (non supervisory, permanent full time non supervisory employees at the 7-15 grade level, including team leaders, interested in potentially becoming a supervisor)
- **New Supervisors** (anyone who has been a supervisor for less than three years and has not completed supervisory skills training. The term can also apply to management officials at their business unit's discretion)
- **Mid Level Leaders** (supervisors and managers currently supervising others or management officials with three or more years of experience or supervisors and managers who currently supervise at least one layer of subordinate supervisors)
- **Senior Leaders** (supervisors with five or more years experience; or currently supervise two or more layers of subordinate supervisors; or currently oversee a major function or department of the agency)