

NEW BEGINNINGS

Introduction to the DoD Performance Management and Appraisal Program (DPMAP)



Leadership SERVICE Pride readiness
NEW Ownership
BEGINNINGS
EXCELLENCE hiring WORKFORCE PLANNING Supervisor Performance communication
mission accountability Guides FOCUS
tools TEAMWORK PERFORMANCE Commitment training
Rewards

Lesson 1: Performance Management Overview

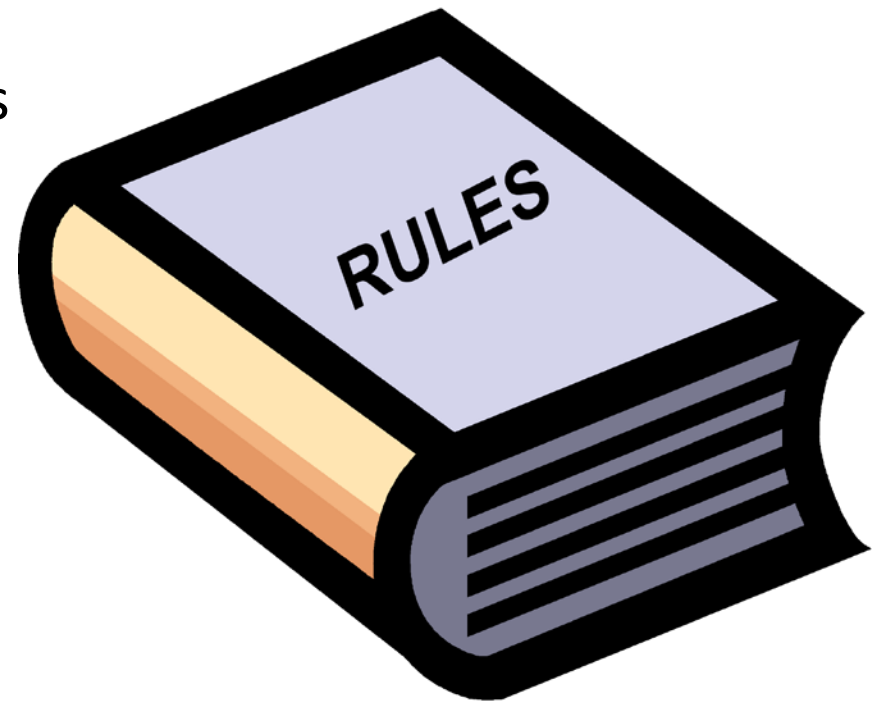
➤ Please share your:

- Name
- Current position
- Location
- Experience in performance management
- Burning questions

- Start and end times for the class
- Timing of breaks
- Timing of lunch
- Smoking area
- Location of bathrooms
- Location of emergency exits
- Mobile devices
- Parking Lot



- Participate
- Share experiences
- Respect divergent opinions
- Ask questions
- Avoid private side conversations
- Honor time commitments



➤ 2 - day course

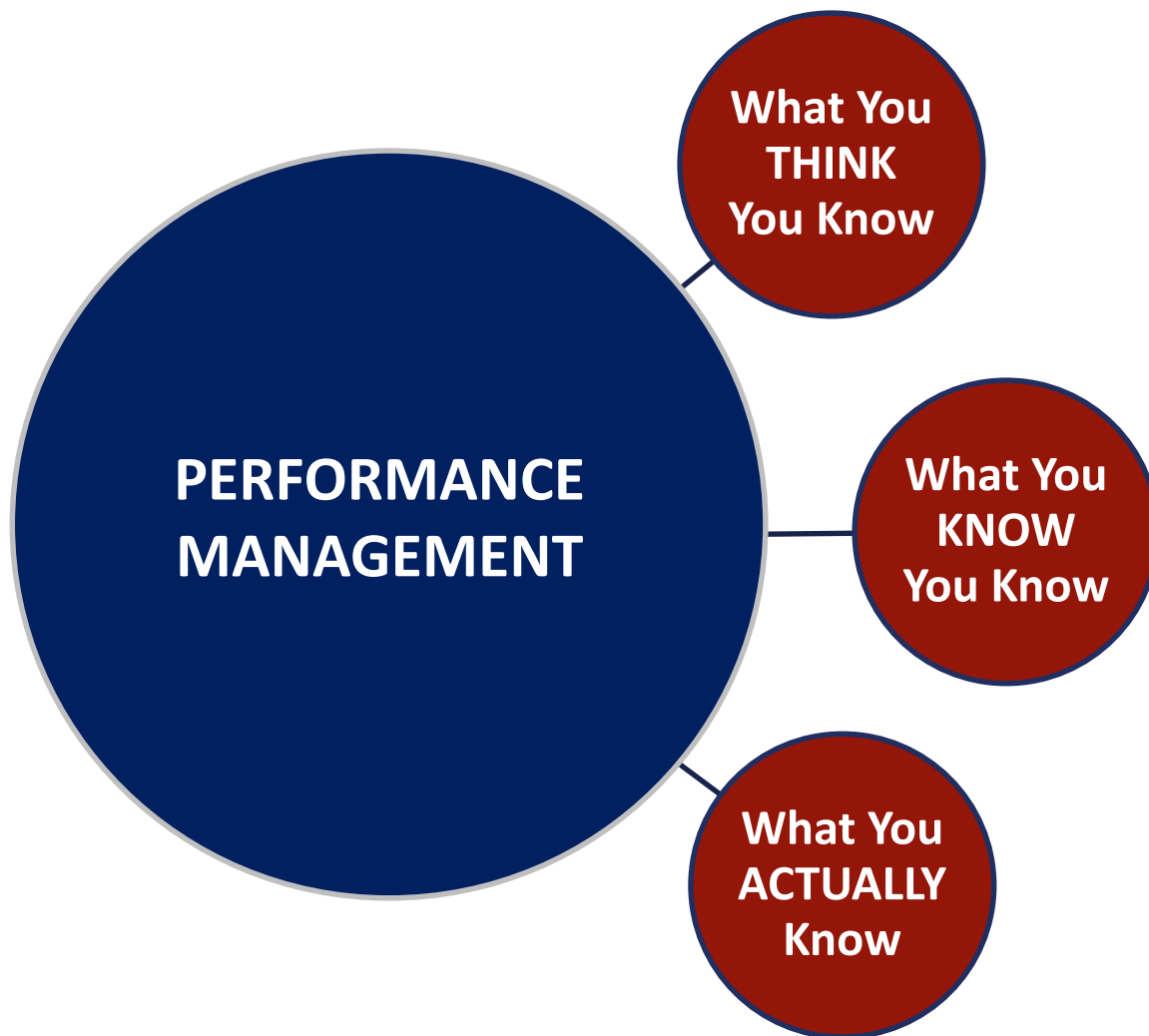
➤ 7 Lessons

- ☐ Lesson 1 Performance Management Overview
- ☐ Lesson 2 Engaged Employees
- ☐ Lesson 3 Planning Performance
- ☐ Lesson 4 Continuous Feedback
- ☐ Lesson 5 Monitoring Performance
- ☐ Lesson 6 Evaluating Performance
- ☐ Lesson 7 Recognizing and Rewarding Performance

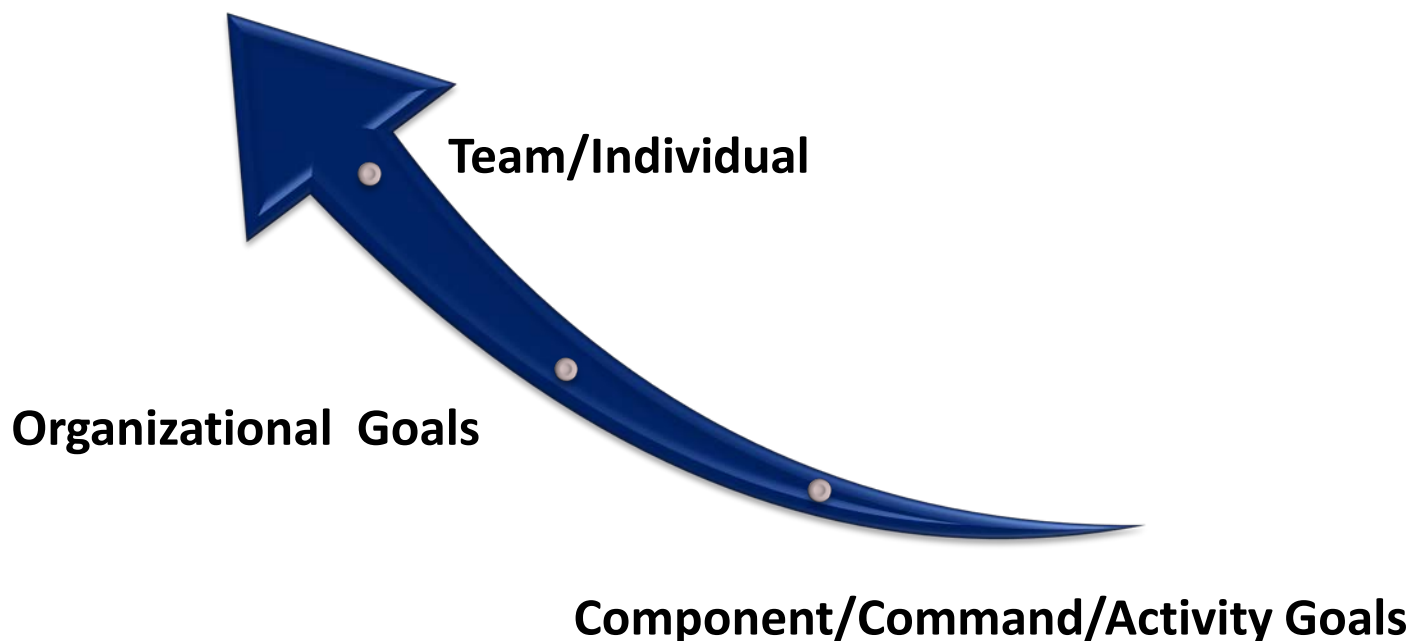
Upon completion of this lesson, you will be able to:

- Describe the relationship between performance management and the Department of Defense (DoD) mission and core values
- Identify key performance management roles and responsibilities
- Recognize significant performance management features
- Characterize the DoD performance management model

What Do You Know About Performance Management?



DoD Strategic Mission/Goals

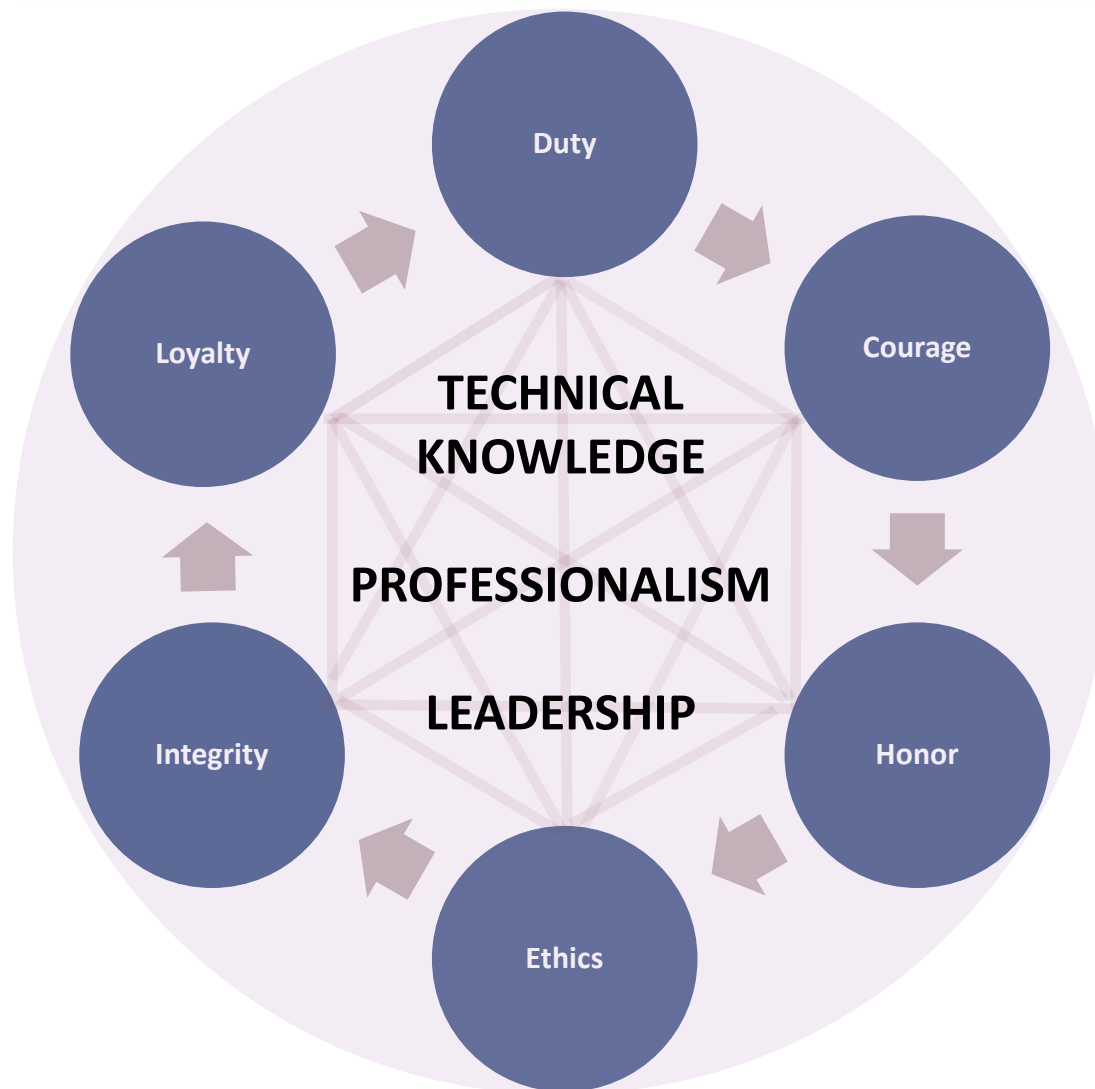


- DoD engaged with labor representatives through the DoD Roundtable
 - Unions holding National Consultation Rights (NCR) under the Labor Relations Statute participated in the development of the DoD Performance Management and Appraisal Program with senior DoD leadership
- Nothing in DPMAP changes the rights of employees, unions, or management
- How the program is implemented may be guided by the collective bargaining agreement (CBA)
 - Depending on the procedures contained in the CBA, bargaining may be required prior to local implementation of the program
- Consult your local Human Resources (HR) Labor & Employee Relations office for collective bargaining guidance

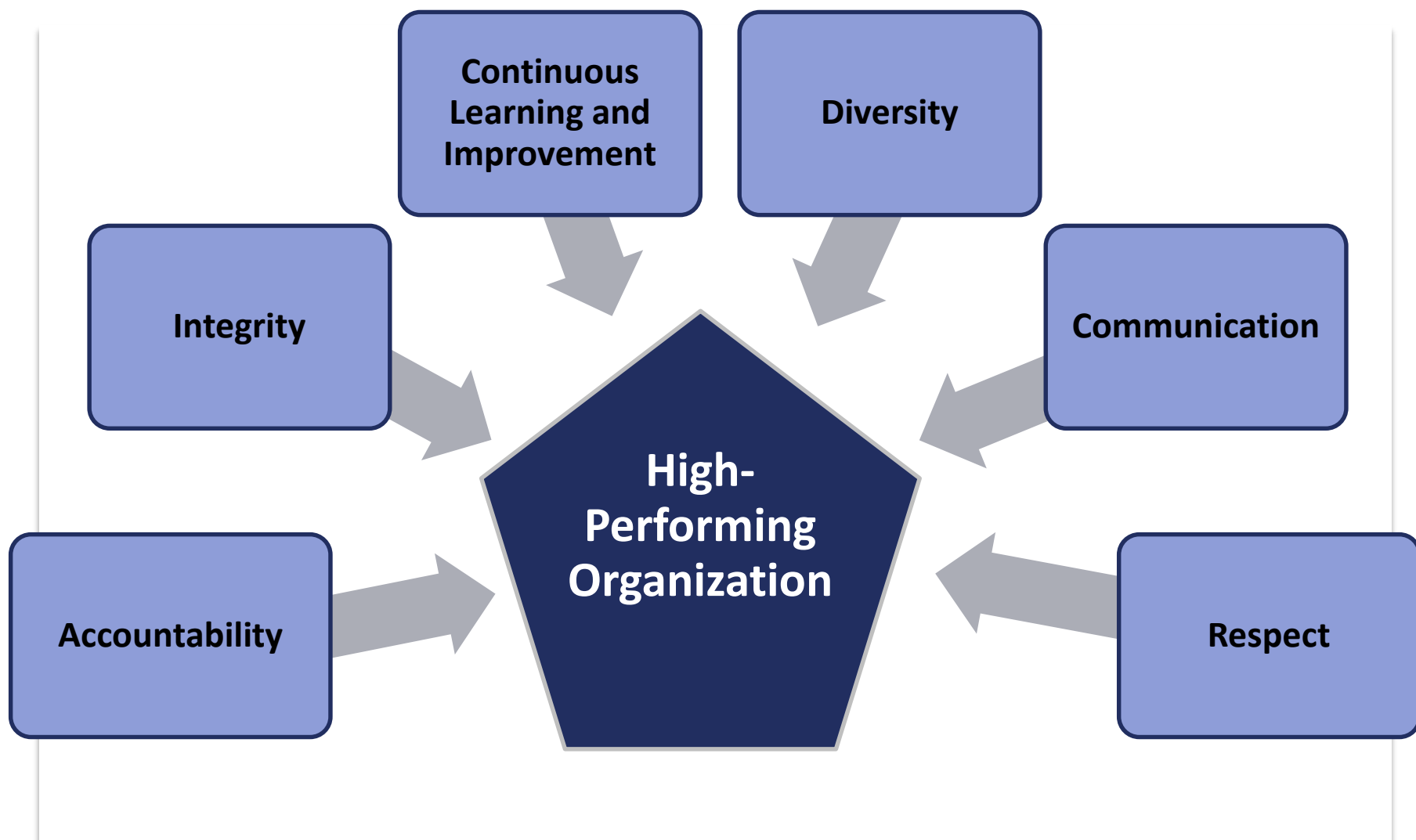
- Performance Management is the systematic process by which an Agency involves its employees, as individuals and members of a group, in improving organizational effectiveness in the accomplishment of Agency mission and goals. (5 CFR §430.102)

- Performance management is:
 - **Planning** work and setting expectations
 - **Monitoring** performance continually
 - **Evaluating** performance in a summary fashion
 - **Recognizing and rewarding** good performance

DoD Core Values

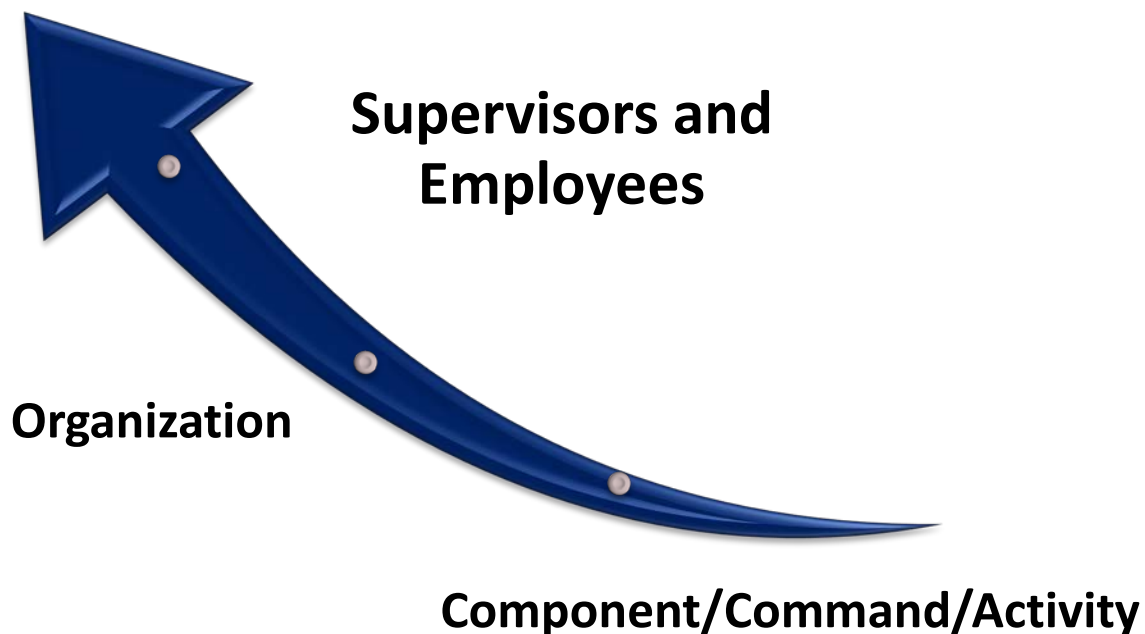


High-Performing Organizations



Key Performance Management Levels

**DoD
Mission**



Key Performance Management Features



5
3
1

Performance Appraisal Cycle

**April 01
through
March 31**

Minimum of THREE

**Performance
Discussions are**

Required

**BUT MORE
RECOMMENDED**

Three-Level Rating Pattern

Outstanding (5)

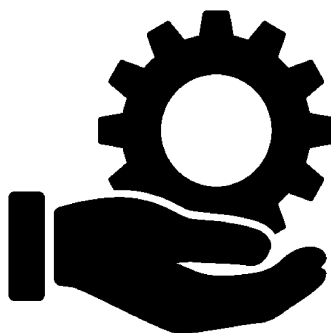
Fully Successful (3)

Unacceptable (1)

Key Performance Management Features



Continuous
Recognition
and Rewards



Fosters Cultural
and Attitudinal
Change



Automated
Performance
Appraisal Tool

DoD Performance Management Model



You should now be able to:

- Describe the relationship between performance management and the Department of Defense (DoD) mission and core values
- Identify key performance management roles and responsibilities
- Recognize significant performance management features
- Characterize the DoD performance management model

➤ Are there any questions?



Additional Resources

- National Defense Authorization Act for Fiscal Year 2010, *Section 1113(d)* DODI 1400.25, Volume 410, *DoD Civilian Personnel Management System: Training, Education, and Professional Development*.
- DODI 1400.25, Volume 431, *DoD Civilian Personnel Management System: Performance Management and Appraisal Program*.
- DODI 1400.25, Volume 451, *DoD Civilian Personnel Management System: Awards*.
- DCPAS Resources and References web site:
<https://www.cpms.osd.mil/Subpage/NewBeginnings/ResourcesReferences/>
- DCPAS HR Toolkit:
<https://dodhrinfo.cpms.osd.mil/Directorates/HROPS/Labor-and-Employee-Relations/Performance-Management/Pages/PM-Guides-TipSheets-Checklists.aspx>
- DCPAS LERD web site
<https://dodhrinfo.cpms.osd.mil/Directorates/HROPS/Labor-and-Employee-Relations/Pages/Home1.aspx>
- Corporate Leadership Council. *Building the High-Performance Workforce: A Quantitative Analysis of the Effectiveness of Performance Management Strategies* (Washington D.C.: Corporate Executive Board, 2002)