



NEW BEGINNINGS

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





Lesson 1: Performance Management Overview

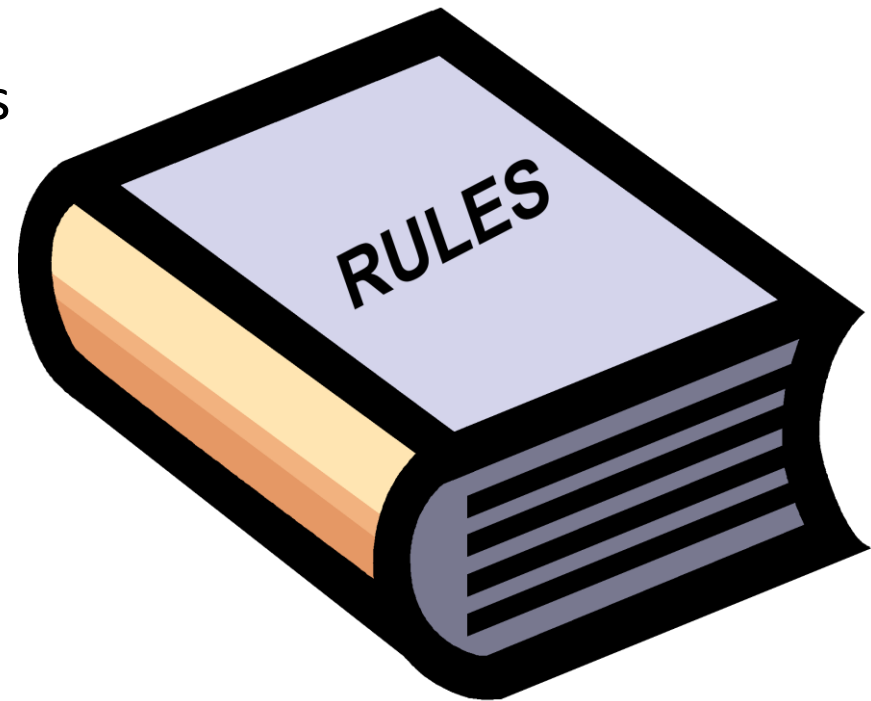
➤ Please share your:

- 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



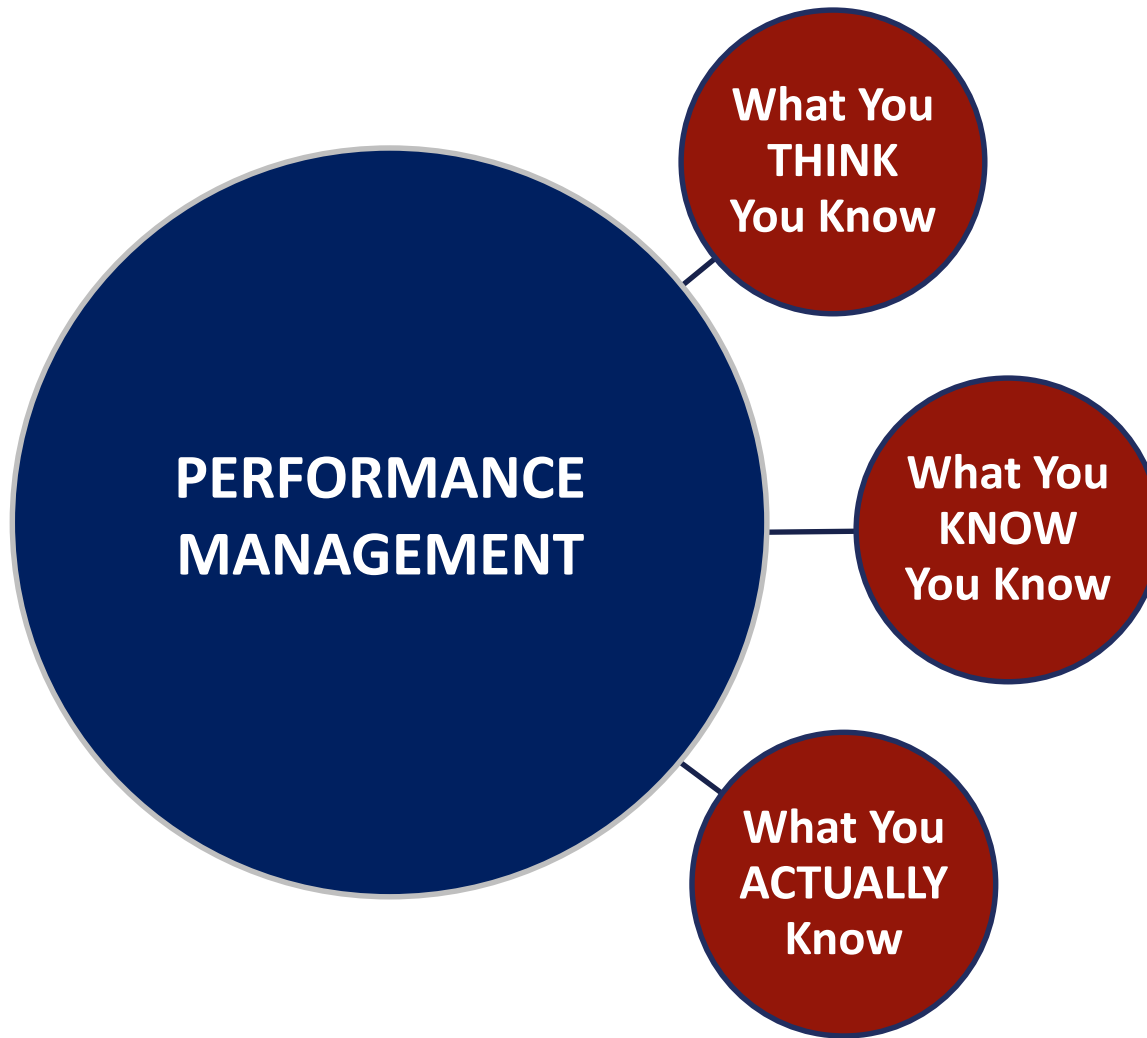
- 2 - day course

- 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

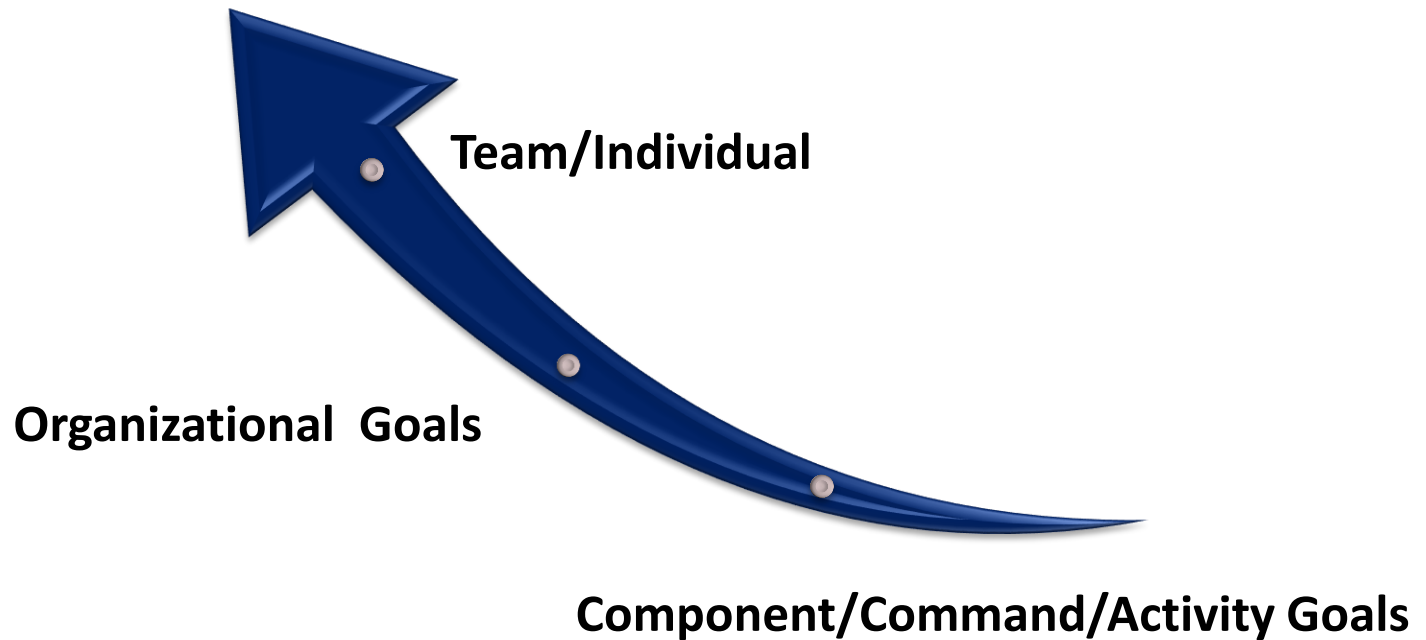
Upon completion of this lesson, you will be able to:

- 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

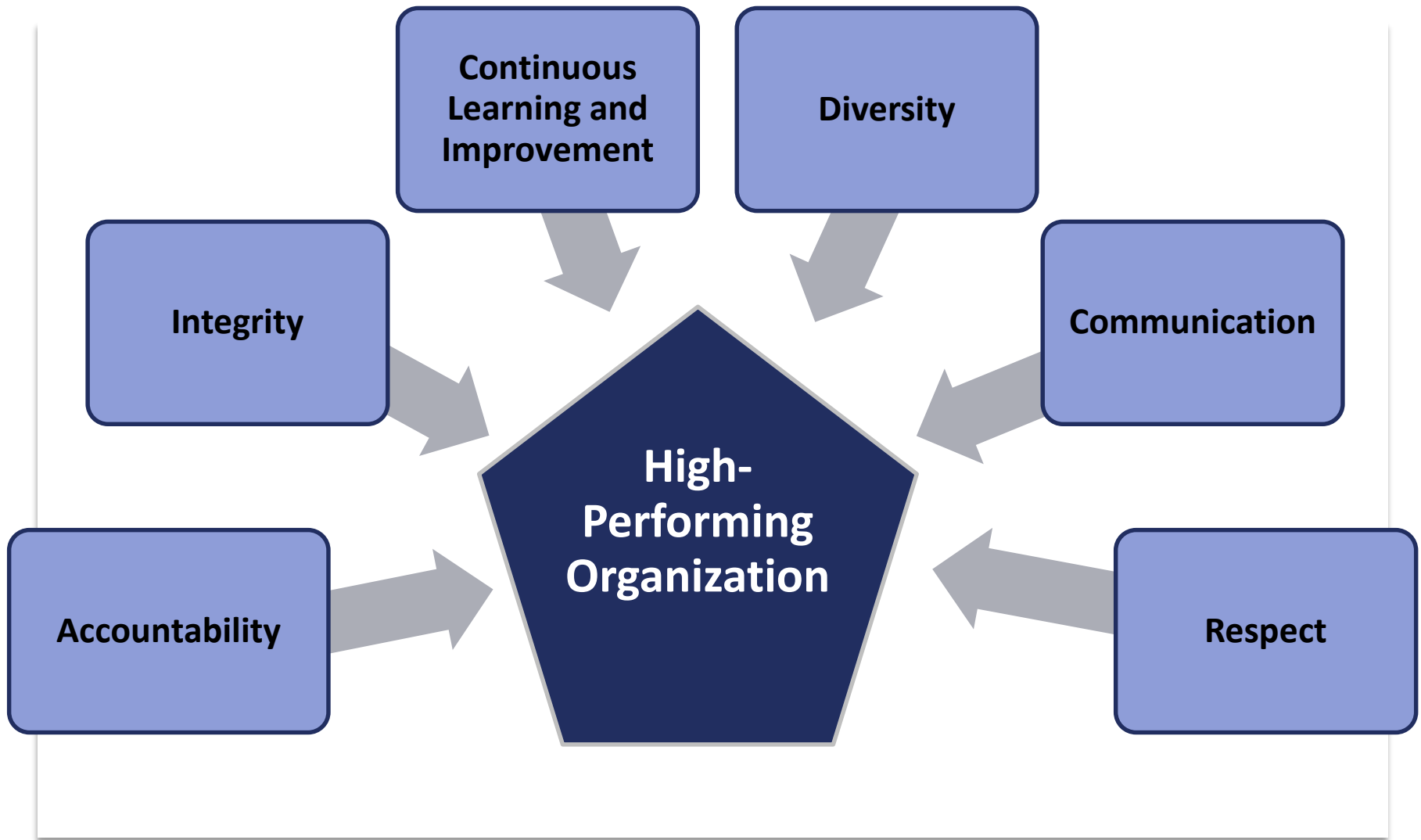
- Performance Management is the systematic process by which an Agency involves its employees, as individuals and members of a group, in improving organizational effectiveness in the accomplishment of Agency mission and goals. (5 CFR §430.102)

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

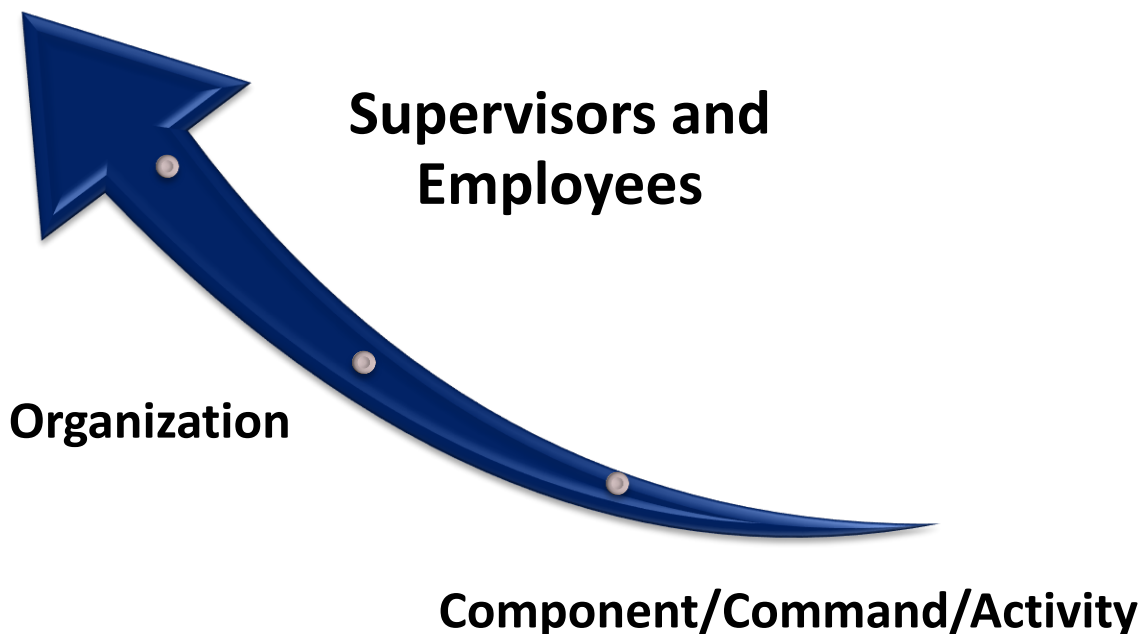
DoD Core Values



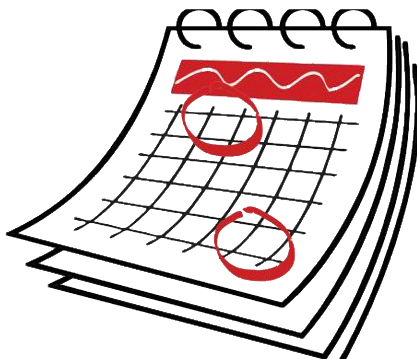
High-Performing Organizations



**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)**

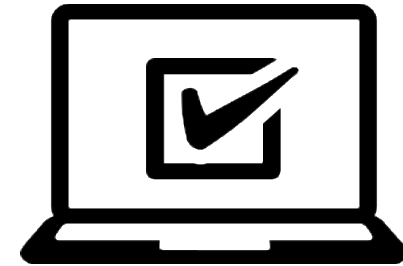
Key Performance Management Features



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?



- 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)