Lesson 1: Performance Management Overview
Introductions

- Please share your:
  - Name
  - Current position
  - Location
  - Experience in performance management
  - Burning questions
Administrative Information

- 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
Ground Rules

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

- 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
Learning Objectives

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?

PERFORMANCE MANAGEMENT

What You THINK You Know

What You KNOW You Know

What You ACTUALLY Know

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Performance Management and DoD Strategic Mission/Goals

DoD Strategic Mission/Goals

Organizational Goals

Component/Command/Activity Goals

Team/Individual

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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
DoD Performance Management Process

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

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DoD Core Values

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High-Performing Organizations

- Continuous Learning and Improvement
- Diversity
- Integrity
- Communication
- Accountability
- Respect

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Key Performance Management Levels

DoD Mission

Supervisors and Employees

Organization

Component/Command/Activity

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Key Performance Management Features

- **Performance Appraisal Cycle**
  - April 01 through March 31

- **Minimum of THREE Performance Discussions are Required**

- **Three-Level Rating Pattern**
  - Outstanding (5)
  - Fully Successful (3)
  - Unacceptable (1)

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Key Performance Management Features

- Continuous Recognition and Rewards
- Fosters Cultural and Attitudinal Change
- Automated Performance Appraisal Tool

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DoD Performance Management Model

PLANNING

MONITORING

EVALUATING

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Learning Objectives Review

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

- DCPAS Resources and References web site: https://www.cpms.osd.mil/Subpage/NewBeginnings/ResourcesReferences/