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

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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

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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

Team/Individual

Organizational Goals

Component/Command/Activity Goals

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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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High-Performing Organizations

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

High-Performing Organization

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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
DoD Performance Management Model

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PLANNING

MONITORING

EVALUATING
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/