National Security Personnel System

Update on “The Way Ahead”

17 May 2004
Next Steps – May & June

- Preparing for new consultation sessions with union leaders
  - Restart the dialog and engagement process across all fronts – with leaders, managers and employees along with union leaders
  - Working Groups being established to support the consultation sessions: (Labor; Appeals and HR/Pay for Performance, etc)
  - Details of the process will emerge from the union leaders discussion
  - There are currently no “proposals” on the table
- Preparing “Change Management” approach across DOD and Components
  - Recognize that shift to any new HR, performance management, and hiring systems is a great “change” from current system
  - Begin to chart the course for a “change management” effort via the Components’ chain of command
Next Steps – May & June (Cont’d)

- Begin to identify the Pilot deployments for the early-adopters
  - Pilots will lead the Department’s implementation of the final NSPS system
  - Key organizations for identification of Change Management efforts; program input and readiness aspects
  - Sharing of lessons-learned from current Demo implementations (Lab and Acquisition Demo) – learn from those who experienced these efforts

- Communications – in the next few weeks we will:
  - Restart the consultation process with union leaders
  - Announce the Post-Strategic Engagement process – main steps
  - Develop and restart the NSPS design process
  - Update the NSPS website – access to current events/status
  - Provide periodic updates on program progress
Next Steps – What is likely to happen next

- Union consultation sessions establish a portion of the process
- OPM “partners” participation will become more visible
  - OPM will provide assistance/expertise throughout
- Formal “Requirements” established – from the Strategic Engagement effort
  - Creates a benchmark to assess appropriate content for the Labor; Appeals and HR/PFP final designs
- Designs are not in-place today
  - They will emerge from the consultation and working group efforts
- Input & exchange expected across broad communities
  - Union meetings will establish portion of approach
  - Anticipate broad outreach to leaders, managers, workforce as well as unions
Next Steps – What is likely to happen next (Cont’d)

• “Governance” through Senior Executive, OIPT & PEO
  • *Charters/authorities being finalized for Senior Executive signature*

• Establishing aggressive but *event-driven* schedules
  • *Not firm, but will be based on outcome of first union consultation session*
  • *Will publish for all after dialog with unions*

• Component efforts and support will be key
  • *Concept of Operations includes Component Program Managers in PEO organization*
  • *Outreach to Components’ Line Commands will be via Component PMs*
  • *There may be datacalls; focus groups; calls to be on formal Working Groups, etc*
  • *The “Change Management” effort will be via Component PMs*