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DCIPS Update (22 December 2010)

As the year ends, and the last phase of the 2010 performance cycle comes to a close, I am pleased to share that there was improvement over last year's DCIPS performance management process, both in stronger performance objectives and written narratives. I believe this was a result of a better understanding of the process, combined with the efforts of both employees and supervisors. With more meaningful objectives, stronger narratives and a shared understanding by employees, raters and reviewing officials, we are gaining momentum as we drive results through performance. As you establish and accomplish performance goals for 2011, I hope you will focus on the impact and results your efforts make in meeting mission goals, not only your work unit, but your component, the Department, and the IC.

I want to also thank you for the support and feedback you gave to the DCIPS Program Executive Office (PEO) when they conducted town halls and focus group meetings this past summer and fall. Your thoughts and comments captured from those gatherings, and through other venues, will inform the future as we refocus on DCIPS 2011 and beyond. In January, the DCIPS PEO is hosting two "DCIPS, The Way Ahead" conferences for human resources practitioners, leaders and DCIPS champions. The purpose of the conferences is to share changes to policy and ensure each understands what is necessary to successfully guide components as we transition to grades. While our near term focus is moving DCIPS components, with the exception of NGA, to a graded environment, the continued evolution of DCIPS as our common and consistent personnel system remains one of my priorities. This system supports a performance culture where everyone is actively aligned with the mission of the organization.

I know this past year has been challenging in many ways, and I want to take this opportunity to thank each of you for being flexible and ensuring mission remained our top priority.

I hope that 2011 will be successful for you personally and I am encouraged as we move forward as one Defense Intelligence Enterprise. Happy New Year!

Respectfully,

Thomas A. Ferguson
Acting Under Secretary of Defense for Intelligence
December 22, 2010