

Line manager message; send immediately>

From now through March 22, 2010 the National Academy of Public Administration is hosting an Online Dialogue on the Defense Civilian Intelligence Personnel System (DCIPS). The Dialogue uses a web 2.0 interactive platform and is designed to obtain input and ideas from the thousands of employees who will be affected by DCIPS.

This Dialogue is a unique opportunity for employees to engage with each other in discussion, across the DCIPS community on important topics related to the performance management system. It allows participants to share experiences, debate ideas, and “vote” their support for ideas while remaining anonymous. The Dialogue is open to the entire DCIPS-affected workforce—from the most junior employee to the most senior manager—and we would appreciate your help in persuading your employees to participate.

As you may know, the Academy is conducting a Congressionally-mandated review of DCIPS and the information the Academy obtains throughout Dialogue will directly support that review. The Academy is a Congressionally chartered, non-profit, non-partisan, independent organization that helps government with its toughest management problems.

The Academy study team is aware that in the component organizations, DCIPS is at various stages of implementation. The Dialogue questions are designed for all members of the DCIPS community—regardless of how long your organization has been operating under the system, as well as one question regarding the unique factors in each organization that affect DCIPS implementation.

The Academy is asking for your support of this effort by:

- 1. Encouraging your employees to set time aside to participate in the Dialogue—1-2 hours, if possible over the next few weeks. Because the discussion is ever-changing and dynamic, encourage your employees to visit the site more than once during its live period.*
- 2. Posting an event announcement or blog posting about the DCIPS Dialogue on your organization's website, in any internal newsletters, on any Intranet sites or social networking sites your employees utilize.*
- 3. Participating yourself by blocking out some time between now and March 22 by visiting <http://Dcipsdialogue.uservoice.com>, logging in, and sharing your ideas.*

The web-based site is accessible from the unclassified system. The site is available 24-hours a day and may be accessed from their work or home computers. To ensure that the site is restricted to only DCIPS employees, participation requires that employees register using their unclassified email account. A confirmation will be sent to that email address, and you will then be able to access the Dialogue.

Thank you for your support and for encouraging your employees to engage in the discussion. If you have any questions about the Academy's review, please contact Rick Cinquegrana at rcinq@napawash.org.

Message to All Defense Intelligence Employees

From today through March 22, 2010, the National Academy of Public Administration is hosting an Online Dialogue regarding the Defense Civilian Intelligence Personnel System (DCIPS). The Dialogue uses a web 2.0 interactive platform and is designed to get input and ideas from the thousands of employees like you who are affected by DCIPS.

As you may know, the Academy is conducting a Congressionally-mandated review of DCIPS, and the information the Academy obtains through this Dialogue will directly support that review. The National Academy is a Congressionally chartered, non-profit, non-partisan, independent organization that helps government with its toughest management problems.

As part of the review, the Academy is providing a unique opportunity for you to engage in discussion with other employees who are affected by DCIPS, by addressing the following questions related to the performance management system:

- In your view, what are the most positive aspects of DCIPS, and why? What are the most negative aspects, and why?
- What are your ideas for implementing DCIPS so its purposes are fulfilled?
- From your perspective, how will DCIPS impact career progression and diversity in your organization over time, and why?
- From your perspective, how will DCIPS impact your organization's ability to accomplish its DoD and National Intelligence missions?

There is also one question asking you about the unique factors that affect DCIPS implementation in your organization.

The Dialogue is accessed at <http://dcipsdialogue.uservoice.com> and will allow you to share experiences, debate ideas, and “vote” on your support for your own or others' ideas. The Dialogue will be open to the entire DCIPS-affected workforce—from the most junior employee to the most senior manager.

We encourage you to take time over the next few weeks to be an active contributor to this discussion. The ideal contributor is someone who visits the Dialogue several times during its “live” period to read new ideas and share their own thoughts.

Participation in the forum is by invitation only and requires you to register using your unclassified email account. This allows the Academy to restrict access to the Dialogue to only DCIPS employees, and your responses will not be visible to the general public or other government organizations. The first time you visit the site, you must create a user account and will be asked to select your own screen name. This screen name will not reveal your email address to Dialogue participants or identify you personally in any way, and no personally identifying information will be collected or shared with any other organization. A confirmation will be sent to that email address, and you will then be able to access the Dialogue. The discussion will be monitored solely by Academy staff, and we encourage you to be candid in sharing your ideas and experiences.

Thanks so much for your assistance. We look forward to following the discussion and benefiting from your thoughts. Your input will be a valuable contribution to the review of DCIPS. For more information about the Academy review, a summary of the effort is available on the DCIPS website at <http://dcips.dtic.mil>. If you have any challenges with accessing the website, please contact Daniel Honker at DHonker@napawash.org