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Conclusion

Lesson Objectives

After completing this lesson, you will be able to:

- Identify topics covered in this course.
- Identify where to obtain additional DCIPS training.

Topics

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LESSON 15 COURSE CONCLUSION

This lesson lasts 10 minutes.



Lesson 15: Course Conclusion

Duration: 10 minutes

HR Elements for HR Practitioners
Course Conclusion

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Your Notes:



Course Topic Review

Course Topics

- History of DCIPS
- DCIPS Occupational Structure
- Position Alignment
- Employment and Placement Considerations
- Compensation Administration
- Performance Management
- Disciplinary, Performance-Based, and Adverse Actions
- Employee Grievances



HR Elements for HR Practitioners
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Course Topic Review

Course Topics (Continued)

- Awards and Recognition
- Performance-Based Compensation
- Special Categories of Personnel
- Adjustment in Force
- Professional Development



HR Elements for HR Practitioners
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Your Notes:



Additional DCIPS Training

Additional DCIPS Training Courses



Visit <http://dcips.dtic.mil/training.html>

HR Elements for HR Practitioners
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- While this course provided a detailed overview of DCIPS HR practices and policies, it was beyond the scope of this course to cover all DCIPS-related topics in depth. As such, you are encouraged to visit the DCIPS training website and familiarize yourself with and take the courses that are currently available. This will not only help you better understand DCIPS policies and procedures, but will also serve as a resource you can share with managers/supervisors and employees who have questions.
- Additionally, visit the DCIPS website for detailed policy information on both the Directives and the Series 2000 Volumes.

Your Notes:



HR Practitioner Role

HR Practitioner Role



HR Elements for HR Practitioners
Course Conclusion

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- DCIPS is a personnel management system that involves managers/ supervisors as the primary drivers of its success. As such, it's essential that you work together with your managers/supervisors and empower them to take ownership of the system and provide them with the information, support, and tools they need to be successful.
- Additionally, look for ongoing opportunities to communicate the benefits and capabilities of performance management to employees, managers/supervisors, and leaders.

Your Notes:



Congratulations on completing HR Elements for HR Practitioners!



One Defense Intelligence Enterprise. One Common System.

Your Notes:

HR ELEMENTS FOR HR PRACTITIONERS Course Evaluation

Name (optional): _____ Component/Agency: _____

Instructor Name: _____ Date: _____

Thank you for your participation in this course. OUSD(I) will use your feedback to improve future course offerings. Read each statement below and circle the number that indicates your level of agreement. Then, please take a moment to provide your comments.

After completing this course...	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
1. I can explain DCIPS goals and objectives.	1	2	3	4	5	N/A
2. I have a solid understanding of the Occupational Structure.	1	2	3	4	5	N/A
3. I can describe the alignment process for Defense Intelligence positions in the pay banded and graded structures.	1	2	3	4	5	N/A
4. I have a thorough understanding of how positions are filled both internally and externally.	1	2	3	4	5	N/A
5. I have a full understanding of the elements of pay setting (e.g. base salary, local market supplements (LMS), targeted local market supplements (TLMS)).	1	2	3	4	5	N/A
6. I can confidently describe phases of the performance management process.	1	2	3	4	5	N/A
7. I can explain disciplinary, performance-based, and adverse actions.	1	2	3	4	5	N/A
8. I can relay elements of employee grievance procedures.	1	2	3	4	5	N/A

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
9. I can describe the awards philosophy and various types of awards and recognition available to Defense Intelligence employees.	1	2	3	4	5	N/A
10. I can provide a detailed explanation of the pay pool process and factors that impact payouts (e.g. Evaluation of Record, budget).	1	2	3	4	5	N/A
11. I can briefly explain special categories of personnel and the roles each Component and USD(I) play in developing policies for this group.	1	2	3	4	5	N/A
12. I have an understanding of Adjustment in Force, its purpose, and how to avoid it.	1	2	3	4	5	N/A
13. The training facility was conducive to learning.	1	2	3	4	5	N/A
14. The information covered was valuable and relevant to my job.	1	2	3	4	5	N/A
15. The information covered was at the appropriate level of difficulty.	1	2	3	4	5	N/A
16. The scenarios and activities were relevant and useful for understanding the information.	1	2	3	4	5	N/A
17. The course was interesting and kept my attention.	1	2	3	4	5	N/A
18. The instructor presented the material effectively.	1	2	3	4	5	N/A
19. The instructor demonstrated effective interpersonal skills.	1	2	3	4	5	N/A
20. The instructor was knowledgeable on the subject.	1	2	3	4	5	N/A
21. Overall, the course met my expectations.	1	2	3	4	5	N/A
22. I feel prepared to deliver this course to others within my Component	1	2	3	4	5	N/A

What was the most useful part of the course?

What was the least useful part of the course?

Additional comments: