



# **Beyond the PEO: Transitioning NSPS from Design and Deployment to Long Term Sustainment**

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# Why This is Important

- NSPS represents an unprecedented, enterprise design & deployment effort
  - Success due largely to joint, centralized approach, reflected in Program Executive Office model
  - Senior leadership attention and sponsorship drove results and momentum
- As implementation & evaluation proceeds, PEO will eventually “sunset”
- Without a clear, robust post-PEO “sustainment” strategy, the Department risks:
  - Losing momentum and leadership attention
  - Losing “enterprise” approach to NSPS policy development and execution
  - Failing to take full advantage of NSPS flexibilities
- P&R/CPP currently developing transition and sustainment strategy to mitigate these risks, but sustainment is a shared responsibility among all DoD Components



# NSPS Program Management

**Program Executive Office: Central, DoD-wide office to design, develop, implement, and evaluate NSPS**

- “Build and Buy”
  - Deploy a fully operational system
  - Ensure design process integrates LR, Appeals, and HR systems
  - Serve as an advocate and spokesperson for the overall program
  - Oversee, coordinate spiral implementation
  - Evaluate system

**P&R/CPM/CPMS: Sustain, maintain, and incrementally improve**

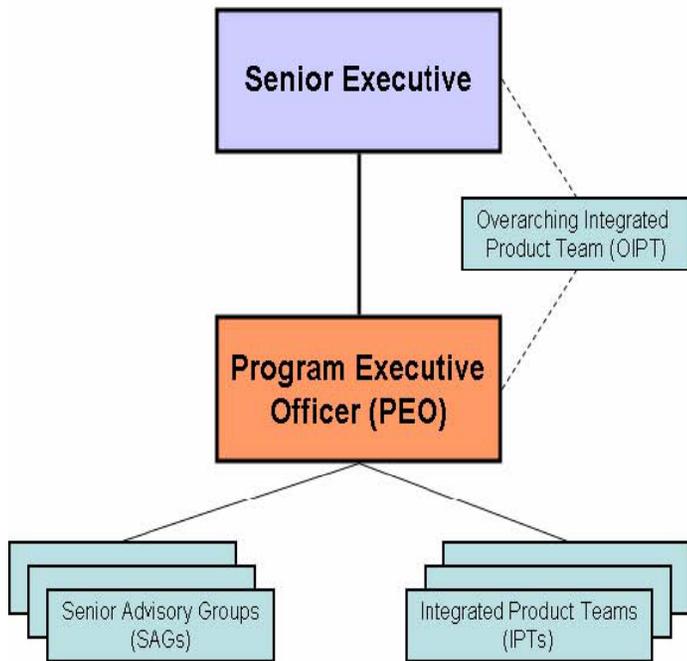
- Integrate NSPS policies into DoD human capital strategies and programs
- Continually assess and evaluate NSPS
- Adjust NSPS to emerging needs of the Department



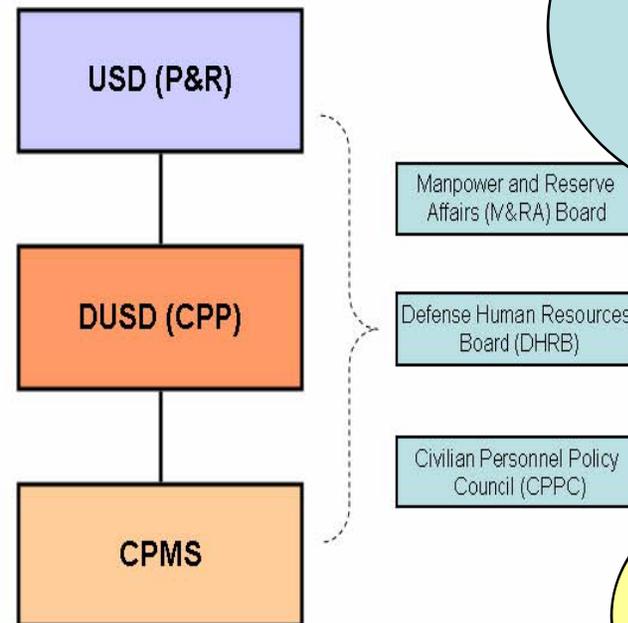
# Transition of Governance

Conceptual

NSPS  
Governance Structure



DoD Personnel Policy  
Governance Structure



As NSPS becomes part of the Department's "DNA," governance shifts to existing authoritative bodies

How can we continue to leverage senior line leadership participation?



# Major Focus Areas for NSPS Sustainment

- HR Policy/Design Evolution
  - Market-sensitive compensation management
  - Exploration of staffing authorities
  - Performance management
  - Alignment of other systems
- Labor Relations
  - Stronger, more centralized enterprise approach to labor relations policy and strategy
  - Relationship with national unions
    - Continuing collaboration & meet and confer
    - National Level Bargaining



# Major Focus Areas for NSPS Sustainment

- Program Evaluation
  - Integration with DoD Civilian Human Capital Accountability System
  - Survey & data analysis
- Training
  - Maintenance & enhancement of core NSPS training content and products
  - Development of new training modules to address specific needs
- HR Community transformation
  - Define new competencies needed by HR professionals (e.g., compensation management, performance management), including certifications
  - Develop career development roadmap for HR community
  - Reinvigorate role of HR as strategic advisor, assisting management in employing NSPS as a tool to advance mission goals



# Major Focus Areas for NSPS Sustainment

- **Congressional affairs**
  - Relationships with key members and committees
  - Pursuit of additional flexibilities (when appropriate)
- **Communications**
  - Internal communications to workforce
  - External communications to other stakeholders
- **Improvement of HR automated tools supporting performance and compensation management**



# Way Forward

- Continue to work with PEO on transition and sustainment strategy
- Build on existing governance model
- Seek input from Components to ensure stakeholder buy-in and participation