



DPMAP: 21st Century Performance Management

IMCOM Update - #5

DPMAP: Roles in DPMAP Performance Management

Strong, purpose-driven leadership is the key to success. But only through the collaborative efforts of supervisors and employees can we achieve productive performance management and ultimately mission success.

DoD Mission

DoD's mission is to provide the military forces needed to deter war and to protect the security of our country. In DPMAP the link between each employee and the overall DoD mission success starts at the components, commands, and activities, and flows up through the organization, supervisors, and employees. Each of these levels of leadership ensures that performance planning and monitoring are focused on one thing: supporting the DoD mission.

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DoD is responsible for providing a fair, credible, and transparent performance management program. In executing this program, the component, command, or activity is ultimately responsible for creating a culture of high performance in support of its mission. Senior leaders drive performance by communicating the mission and goals of the organization and setting the tone for the organization's mission and values. Second-level supervisors provide guidance and coaching and ultimately hold first-level supervisors accountable. Supervisors develop performance management expectations by communicating with the employee.

Supervisor / Employee Collaboration

Supervisors are responsible for developing performance expectations with the participation and mutual understanding of employees. By communicating throughout the performance management process about employees' goals, performance, and development; recognizing successful performance and coaching for improved performance; and ensuring that employees have the tools, training and development, and resources needed to carry out their duties successfully.

Supervisors, in their day-to-day interactions with employees, can significantly impact the individual performance of all of their employees. Performance management is one of the most important aspects of supervisory and managerial responsibilities.

Until next time.....Stay Tuned and Stay Positive!