



## What Can I Do to Prepare for NSPS?

As members of Army's Civilian Human Resources (CHR) community, we have a key role in ensuring the successful deployment and implementation of the National Security Personnel System (NSPS). We will be the primary source of information about NSPS for our customers. Most NSPS training will be conducted by members of the CHR community. The attitudes we project and the knowledge we share can positively impact how NSPS is perceived and accepted by the Army civilian work force.

At this point, we do not have all the answers about NSPS. The implementing guidance, component policies and training materials are still being developed. However, there are actions that we can take right now to prepare ourselves to become effective NSPS consultants and implementers:

1. Be proactive and keep abreast of the latest NSPS information. Read the Federal Register dated February 14, 2005 which published the proposed rules for NSPS. Check the Army NSPS website at <http://cpol.army.mil/library/general/nsps> and the Department of Defense NSPS website at <http://cpms.osd.mil/nsps> on a regular basis.
2. Take advantage of other opportunities to learn, e.g., ask questions, attend meetings, read. Talk with colleagues who have worked in or serviced laboratory or demonstration project activities. Share information with other co-workers.
3. Know the goals of the organization that you work for as well as the organizations that you service. How does your work support and contribute to achievement of these organizational goals? How might you increase the value of the services you provide?
4. Begin a dialog with your customers about NSPS and it's potential impact on hiring, compensation, performance management and employee, management and labor relations. Continue to provide proactive, high quality service as an HR consultant and implementer.
5. Consider volunteering to assist with NSPS training at your installation and/or within your region. Think about managers you work with who might make good management NSPS instructors and suggest these names to your supervisor.
6. Focus on the positive aspects of NSPS—this new system will dramatically increase flexibilities for hiring, compensation, career progression, performance management and recognition and labor relations. High performing employees in all organizations at all levels will benefit under NSPS.