DEPARTMENT OF DEFENSE
NATIONAL SECURITY PERSONNEL SYSTEM
PROGRAM EXECUTIVE OFFICE
1401 WILSON BOULEVARD
ARLINGTON, VA 22209

December 23, 2005

MEMORANDUM FOR NSPS PROGRAM MANAGERS

Subject: NSPS Implementation Planning

Over the past few months the Department has been engaged in NSPS transition preparations. This includes a wide variety of activities and events including working on the implementing issuances, soft skills training for the workforce, and aligning individual performance objectives with mission objectives and measurable outcomes. Major undertakings these last few months have been piloting training classes and preparing instructors to teach the NSPS basics to all employees, managers, and supervisors, and collaborating with the unions on implementing issuances.

The PEO has received much feedback in the course of all these activities that lead us to conclude we need more time to focus on simplifying the performance management design, getting performance objectives right, and ensuring the system is simple, clear, and understandable. Please continue to press ahead on your communication, alignment of strategic plans/goals with performance objectives, and soft skill training initiatives, but put all of your January NSPS-specific content training on hold, including the train-the-trainer sessions. We will apprise you on our progress in early January as we analyze the impact of the design changes.

Ensuring that we "take the time to do this right" has always been a principle in our event-driven implementation approach. We want to ensure that our employees, supervisors, and leaders fully understand this system, and have the tools to succeed in a results-focused, performance-based environment.

Mary E. Lacey
Program Executive Officer

cc:
NSPS OIPT