



Regulation & Policy Framework Affecting DoD Leaders

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Session Objectives

- A cause for action
- Recent legislative & regulatory changes
- Alignment of CPM 412 to recent updates
- Timeline
- Next steps

Civilian Leader Policy & Regulatory Framework

Policy Documents

National Security Strategy
Quadrennial Defense Review
DoD Civ Human Capital Strat Plan
DoD Directive 1403.03
DoD Instruction 1430.16
Volumes 410 & 412, DoD 1400.25

Regulations

FY10 NDAA
5 USC and others
5 CFR Part 41

Best Practices/Research

MSPB Studies
Project for National Security Reform
Other Industry Publications

A Cause for Action

- Numerous media articles
- GAO Memorandum 08-439R, Subject: The Department of Defense's Civilian Human Capital Strategic Plan Does Not Meet Most Statutory Requirements
- GAO Report 09-235, Opportunities Exist to Build on Recent Progress to Strengthen DoD's Civilian Human Capital Strategic Plan
- Merit Systems Protection Board (MSPB) Report – An Opportunity to Reshape Agencies
- Federal Supervisory Training Act of 2009 (Senate Resolution 674)
- Termination of the National Security Personnel System (NSPS) Authority

Recent Legislative & Regulatory Changes

- The National Defense Authorization Act (NDAA) for 2010
 - Section 1113 – Development of Training Program for Supervisors
- 5 Code of Federal Regulations (CFR) Part 412 – Supervisory, Management, and Executive Development
 - Subpart A – General Provisions
 - Subpart B – Succession Planning
 - Subpart C – Senior Executive Service Candidate Development Programs
 - Subpart D – Executive Development

M&S Training Category	Requirement Source			
	5 CFR 412 ^{1/}	FY10 NDAA Sec 1113 ^{2/}	Federal Supv Training Act of 2009 ^{3/}	Hiring Reform/ Recruitment Policies
Developing employee goals and objectives		√	√	
Improving performance and productivity	√			
Mentoring employees	√	√	√	
Mentoring new supervisors (by experienced supervisors)		√	√	
Motivating employees		√	√	
Adherence to Merit Systems principles		√	√	
Prohibited personnel practices		√	√	
Managing performance issues	√	√	√	
Critical transitions (e.g., from non-supervisor to supervisor; from supervisor to manager; from manager to executive)	√			
Addressing hostile environment, reprisal, harassment		√	√	
Other supervisory duties		√	√	
Employee collective bargaining		√	√	
Manager hiring "toolkit"				√
Manager training program				√
Hiring Veterans and awareness of associated flexibilities			√	
Civilian Expeditionary Workforce			√	
New performance management and other authorities		√		
Link development with agency succession management plans	√			
Provide continuous learning experiences linked to leader competencies, MCO competencies and consistent w/agency succession management	√			
Design leader development programs integrated with IDPs and agency strategies	√			

^{1/} Final rule published in Federal Register on December 10, 2009. Requires training within one year of initial appointment and refresher training at least once every 3 years.

^{2/} P.L. 111-84 (HR 2647) enacted October 28, 2009. Requires initial training and refresher training at least once every 3 years.

^{3/} S674 referred to Committee on Homeland Security and Governmental Affairs in March 2009. Requires instructor-led training in all areas within one year of initial appointment and refresher training at least once every 3 years.

CPM 412 – Civilian Leader Development

- Incorporates legislative changes:
 - 5 CFR 412
 - 2010 NDAA Section 1113
- Additionally incorporates:
 - Federal Supervisory Training Act of 2009 (S674)
 - Veterans Hiring Initiatives
 - Hiring Reform & Recruitment
- Timeline
 - Draft CPM 412 staffed by WG members – 28 May 2010
 - Draft CPM 412 staffed through LFCM – 2 June 2010
 - Draft CPM 412 staffed through CPP – 30 June 2010
 - Draft CPM 412 staffed through SD106 – 31 July 2010
 - Volume 412 signed and published – 31 January 2011

Management & Supervisory Training

- Executes legislative changes of 5 CFR 412 & 2010 NDAA Section 1113
- Satisfies DRAFT CPM 412 policy requirements
- M&S Working Group has been established
- Curriculum Working Group is being established
- Phased deliverables include:
 - Curriculum for new supervisors
 - Curriculum for seasoned supervisors
 - DoD Lead People Certificate Program

Spring & Summer 2010 Deliverables:

- CPM 412 WG staffing draft document
- Curriculum WG to develop one-week M&S course
- LFCM/CLAG to review draft CPM 412
- Develop DoD 101 course

Fall 2010 Deliverables:

- Conduct pilot M&S w/CPMS managers & supervisors
- Align component leader development programs to the DoD civilian leader development model

2011 Deliverables:

- Publish CPM 412

Continuous:

- Monitor other emerging HR legislation & regulations
- Design & deliver other leader development programs

Thank You

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