

mit use of nonpermanent employees, with appropriate benefits, to expedite adapting to workload and mission shifts.

For the most part, these improvements are offered as options to agencies. Working with their employees, agencies can choose which new tools and strategies best fit their needs.

Many of these have been tested and found to be effective in demonstration projects and in the private sector. It is time that they were made available to all federal managers.

Of course, each new tool or strategy is designed to work in the context of our merit principles, so that agencies can continue to ensure that the very best workers are hired, rewarded, and retained.

ACCOUNTABILITY

Along with these proposed flexibilities for managers to select and manage the high-quality, diverse workforce they need, we are also introducing real accountability.

This accountability translates into more emphasis on performance measurement, and ultimately, it also translates to improved recognition and rewards.

Let me be frank. All stakeholders have an equal stake in embracing these changes in the civil service. I can assure you that the merit system will remain the basis of all our improvements, but we cannot be afraid to try new things and experiment with new processes.

CONFRONTING APPREHENSIONS, EMBRACING OPPORTUNITIES

One of our challenges is to assist each stakeholder to confront their apprehensions and embrace the opportunities that this package offers. It is up to us to change the way we do business, and [then] reap the improvements in service that will follow.

We must embrace increased partnership as a means of accomplishing these changes. With partnership comes more creativity and productivity, and ultimately, better service to the public.

So, building consensus is essential to the success of our civil service improvement efforts. We have pledged to move forward together. That means the process takes longer, but we intend to carry on the process as long as it takes.

Our mission is too important, our opportunities too great to accept anything

less than constructive engagement and cooperation.

Emphasis on Adapability, Innovation

I realize that we cannot anticipate every change the future holds, but I also know that by emphasizing adaptability and innovation, we will be better able to adjust to any surprises the future may hold for us.

At OPM, we are not afraid to try new things and experiment with new processes. I encourage you to do the same.

It's a new era. It's already begun. The Dinosaur Killer is here. So, I have one simple piece of advice for you – don't be a dinosaur. Be nimble. Adapt. Don't be afraid to change. In the long run, it is not only in the government's best interest, it is in your best interest.

I look forward to continuing to share ideas and innovations with you, as we each create a new, more global workforce – built on the lessons of the past, the innovations of the present, and the needs of the future – to help our government move successfully into the 21st century.

YOU ARE INVITED!

Interested DoD–Industry Personnel, DSMC Graduates, Faculty, Staff



The Capital Area Chapter, Defense Systems Management College Alumni Association (DSMCAA) sponsors monthly "brown bag" acquisition seminars on timely acquisition subjects, featuring experts in the subject area. Seminars are open to interested DoD personnel; DSMC graduates/alumni and faculty; and DoD contractor personnel, subject to prior notification of attendance. Seminars are normally scheduled on the fourth Monday of each month from 11:30 a.m. to 12:45 p.m., and are held at the following new location:

ANSER, Inc.
Conference and Innovation Center
Suite 700
1550 Wilson Blvd.
Rosslyn, Va. 22209

Individuals planning to attend a seminar should E-mail Tod Beatrice at beatrice@anser.org or call (703) 588-7747 no later than one work day prior to the seminar. If replying by voice mail, please provide your name, company/organization, and phone number.

To learn more about the great benefits of DSMCAA membership, visit the DSMCAA Web site at <http://www.dsmcaa.org>.