

Executive Resource Management Office

<p>Key Partnerships </p> <p>Component Senior Executive Management Offices (SEMOs) OPM and DoD Senior Leadership 4th Estate Agencies & Activities Defense Manpower Data Center</p>	<p>Key Activities </p> <p>Develop policies for executive performance management, talent management, and executive development</p> <p>Provide advisory services to executives, SEMOs, and operational staffers throughout DoD for Presidential Rank Awards, pay setting, awards, bonuses, allocation management, and developmental opportunities</p> <p>Manage the daily operations of the Executive Performance Appraisal Tool and Defense Talent Management System</p> <p>Deliver executive management training to SEMOs and collaborate with National Defense University and OPM for continual development of the executive corps</p>	<p>Value Propositions </p> <p>The Defense Executive Resource Management Office (DERMO) serves as the principal advisor to DoD Senior Leadership in managing the lifecycle of the Civilian Senior Executive Corps</p> <p>DERMO is a high-performing team of HR experts that interpret legislation and OPM guidance to develop proposals for DoD Senior Leadership approval and implementation</p> <p>In collaboration with the SEMOs and executives, DERMO incorporates flexibilities to meet the needs of our customers while maintaining Department-wide consistency within statutory and policy requirements</p>	<p>Customer Relationships </p> <p>DERMO HR experts continually partner with the SEMOs to evaluate our services and adjust them as appropriate to ensure customer needs are met</p> <p>DoD Senior Leadership and executives routinely seek DERMO's expertise to provide judicious statutory and policy analysis and timely review and approval of high-visibility staffing requests</p> <p>Federal executives from other agencies use DoD policies as a business model. DERMO provides expertise as needed</p> <p>DERMO's key partnership with OPM is vital since our experts serve the executives in the largest Federal employer</p>	<p>Customer Segments </p> <p>Component SEMOs DoD Political Appointees DoD Senior Executives DoD Senior Level and Scientific Professionals DoD Highly Qualified Experts and Senior Mentors Federal Executives— DoD policies used as a model OPM</p>
<p>Key Resources </p> <p>Highly trained HR experts in Executive Resources Management DCPAS HR experts DoD Senior Leadership</p>	<p>Channels </p> <p>Two-way communication with HR counterparts through in-person monthly working groups with Component SEMOs and a bi-monthly briefing to Component senior SES reps; email and phone with HQ staff; quarterly Executive Resources Forums with OPM; and our website is available for all existing and potential customers</p>	<p>Customer Demonstration of Value </p> <p>Component SEMOs, Federal Agency SEMOs, DoD executives, and OPM look to DoD executive policies and procedures as the benchmark for premier executive policy and oversight.</p> <p style="text-align: center;">Kelly Cruz, Director</p>		



Staff

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Kelly Cruz, Director

kelly.m.cruz.civ@mail.mil, 571-372-2286

Performance Management

Ashley Rahim, Lead

Claude Lawson

Talent Management

Kim Markee, Lead