



# NEWSLETTER

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## Message from the Director

I'm excited to share with you the latest edition of the Defense Civilian Human Resources System (DCHRMS) newsletter. As you may have noticed, we decided to do a strategic pause with the newsletter to allow the Defense Manpower Data Center (DMDC) and the Defense Civilian Personnel Advisory Service (DCPAS) Enterprise Solutions and Integration (ESI) team to address the outcomes from UAT and to re-baseline the DCHRMS IMS, which will result in key configurations of the DCHRMS application leading to a viable product for IOC.

In this edition, I would like to share some of the things that the DCPAS ESI team has been working on to ensure key configurations that will lead to a viable product. First, you will see an overview of the program status, then you will see some of the key takeaways the DCPAS ESI team garnered at the recent Oracle Ascend Conference held in Las Vegas, Nevada to leverage future capability that will better position DCHRMS as the enterprise system. Additionally, you will see an update from Ms.

Malissa Smith, DCPAS ESI Director, and the Enterprise Change Management Philosophy. And lastly, what's next for DCHRMS!

As I mentioned in our February newsletter, User Acceptance Testing revealed that we had more work to do to get us to an enterprise baseline. However, I'm happy to report that all stakeholders have been working hard on analyzing and prioritizing the remaining efforts in order to determine the best path forward for the program.

We remain committed to delivering an enterprise system with the right capabilities for employees, managers, supervisors and HR Practitioners—a system that's secure, a system that allows you to continue executing your important day-to-day operations, and a data-driven system that supports accurate records processing. As always, thank you for your continued support and being champions of change!

*Daniel J. Hester*  
Director, Defense Civilian  
Personnel Advisory Service

# Program Update

We have been hard at work with our partner, DMDC, and Leadership to ensure that DCHRMS is on a successful glide path. We conducted a review of the remaining capabilities, system gaps, interdependencies, and impacts.

The remaining requirements were grouped by priority and further decomposed, which included technical and functional requirements to better articulate the configuration and development efforts. The expected output from this effort is the Integrated Master Schedule that gets us to a minimal baseline for the Defense Finance Accounting Service (DFAS) Initial Operating Capability (IOC).

Once this is finalized, we will review the proposed notional roadmap and provide recommendations to the Defense Human Resources Activity Leadership for approval. Meanwhile, as system configurations are ongoing, we will revisit and finalize the functional testing and training approaches to include pre/post deployment activities to ensure a successful DFAS IOC! More to come...stay tuned!

# Oracle Ascend 2022 Conference:

We are delighted to share some exciting news! During the week of June 13-17th the DCPAS ESI Team attended the Oracle Ascend 2022 Conference and Oracle Hands-on Training in Las Vegas, Nevada.

This conference is an Oracle user community event that unites functional users, IT professionals and expert resources for education on cloud technologies supporting all forms of Oracle's products.



During this event, the DCPAS ESI Team had the opportunity to connect and learn from other functional users as well as experts that are modernizing Human Capital Management (HCM) processes in the cloud. One major benefit of the Oracle Cloud HCM is that it provides businesses with one solution for HR—with the workforce visibility, flexibility, and intuitive experiences needed to quickly adapt to change. In general, processes can be digitized and improved with the Cloud.

Overall, the DCPAS ESI Team had the opportunity not only to network with peers, but also to attend breakout sessions that included live demos and exhibitor showcases that enhanced their ability and increased their knowledge in some of the HCM capabilities such as HR Core, Payroll, Time and Labor, Absence Management, Compensation and Benefits, Performance, Talent and Learning Management, Talent Acquisition, Onboarding/Off boarding, Workforce Analytics and Technical Integrations.



Below are comments shared by some of the ESI Team members:

*“Wow, there are potential opportunities that DoD could explore to meet Enterprise capabilities.”*

**Tamara Rodriguez, DCHRMS Functional Lead**

*“The Oracle Conference provided some useful insight that could create efficiencies for the enterprise.”*

**Marsha Johnson, Functional Deployment Lead**

*“DCHRMS can be configured to be a central access point for ALL (Employees/Managers/HR). Having a change champion focused on the employee/manager experience in DCHRMS would really put us a step forward in achieving employee and manager buy-in.”*

**Kimberly Marshall, Enterprise Requirements Lead**

Overall, it was definitely a great learning experience for the Team! Can't wait until the next one!

# A Word from the New Program Director: Ms. Malissa Smith, ESI Director

One of the most important aspects of our transition to DCHRMS is ensuring that the implementation is complete, holistic, and well thought out, while anticipating each step along the way. This is a team sport, and we all must agree on the assumptions related to resources, capacity, bandwidth, and timelines.

When everyone on the team has the same vision, it's easy to make progress and achieve substantial results. It's also nice when everyone is on the same page about how to get there – and that's where our change management approach and strategy comes in.

I strongly believe that any successful transition and implementation requires changing the behaviors and underlying mindsets. This means that a “one-size-fits-all” approach is not going to work effectively to successfully drive stakeholder and organizational change. It's important to outline the unique characteristics of the change and its risks and potential resistance in order to achieve the desired goals. And, ensure early engagement of the stakeholders at the various

levels within the organization in the change, in ways that are personally meaningful for a successful adoption.

As we continue our journey towards digital transformation and digital-first processes, it is important that all stakeholders involved in this process are aligned. This includes executive leadership as well as employees at all levels. Engaging employees early on allows them to develop their skillsets so they can play an active role in the transformation as well as make them feel like they are part of something bigger than themselves – which ultimately leads to increased morale among employees who feel valued by their component leadership.

The DCPAS ESI Team understands this and is working hard to make sure structured processes and a holistic set of tools are in place to effectively institutionalize the enterprise change. After all, migrating to a new system is much like moving into a new home. Everything is clean, organized, and landscaped just the way you want it on day one, and that's our ultimate goal.



## What's Coming:

Program Update

Path Forward

Meet the Team!

**Again, thank you for your commitment and for being such an important part of the DCHRMS Family!**



Defense Civilian Human Resources Management System

