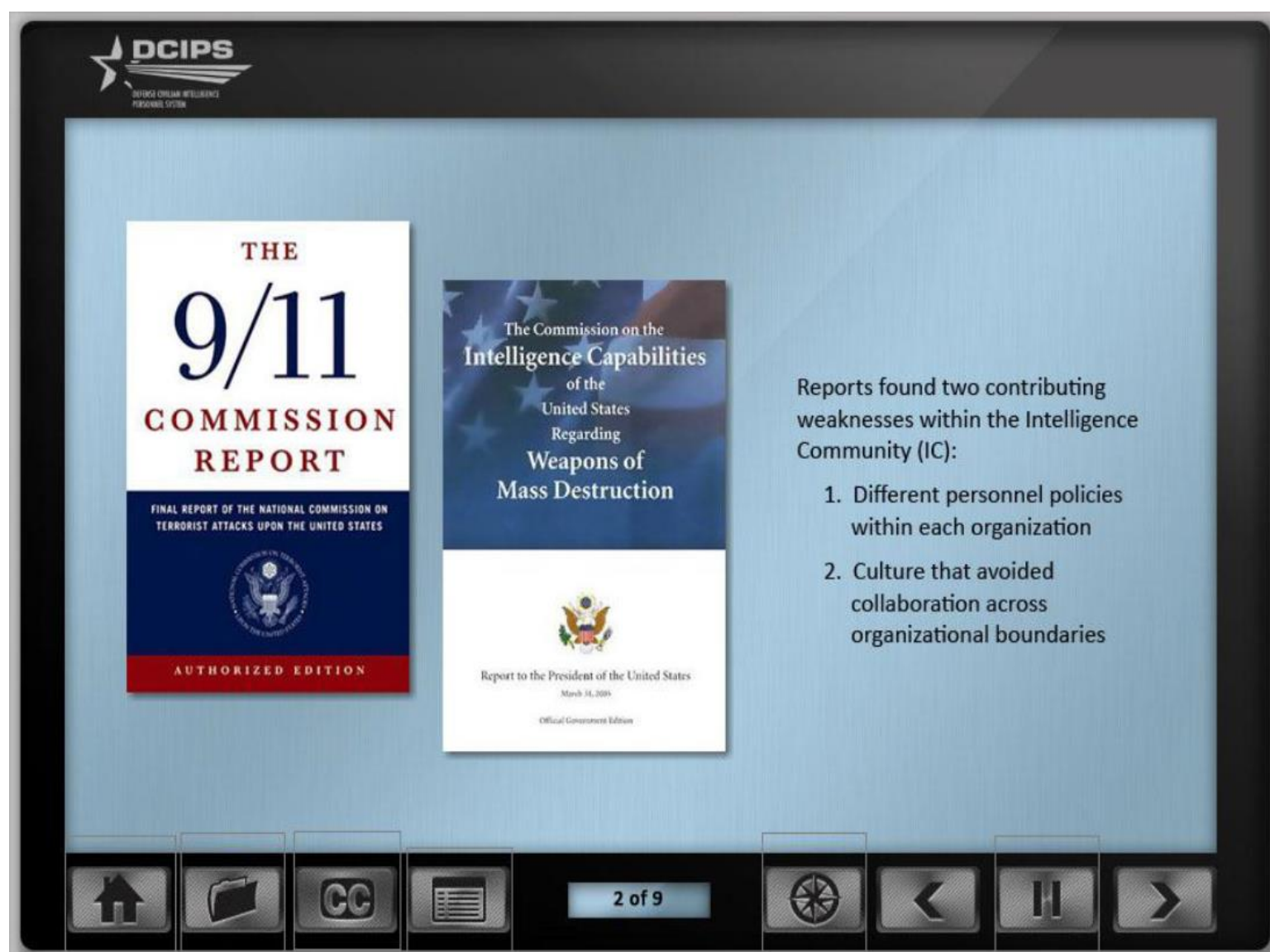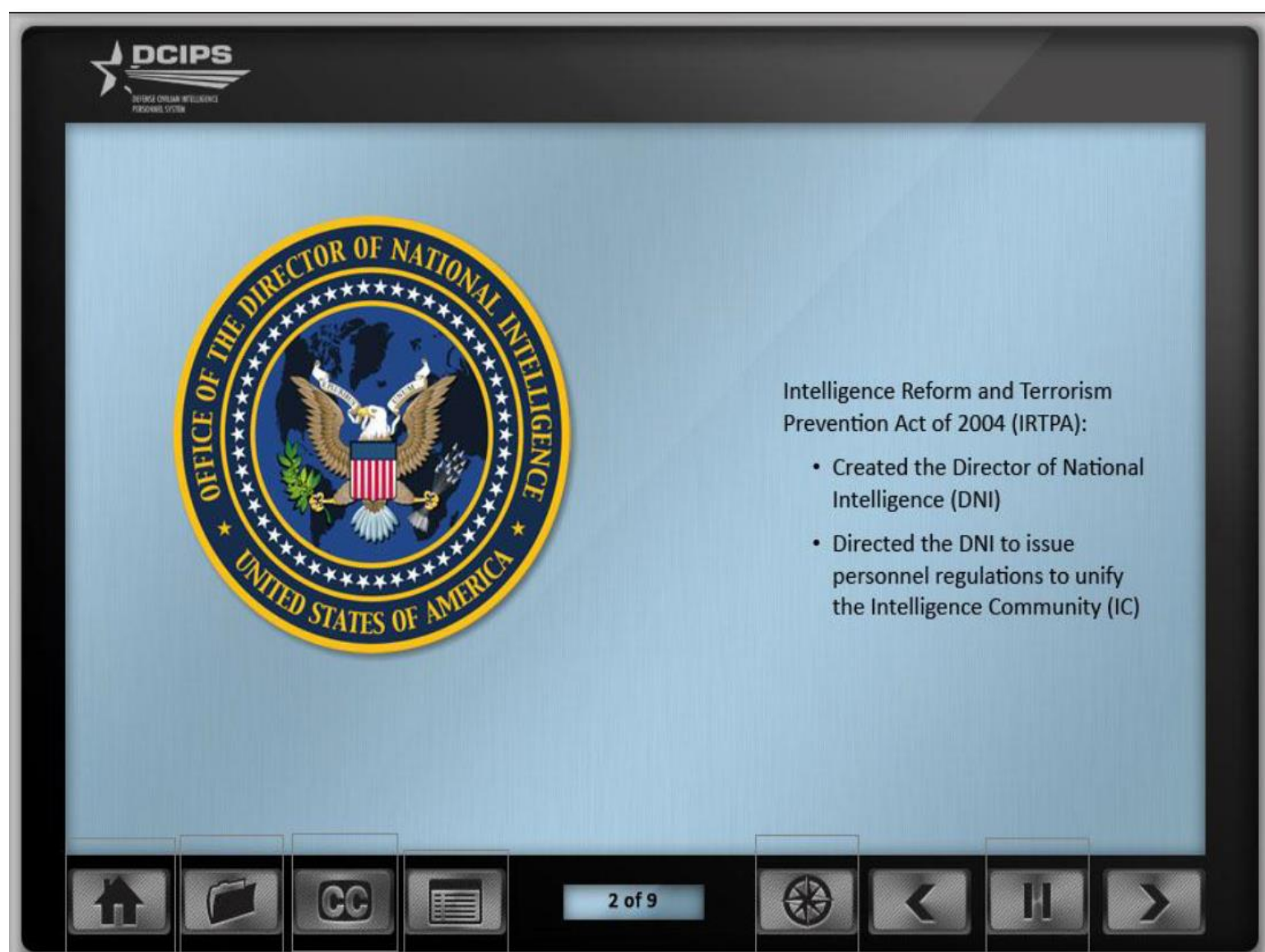Welcome to DCIPS 101! Throughout this course you will be engaging with seven applications, also known as "apps." The apps are designed to teach you the basics of the Defense Civilian Intelligence Personnel System, commonly referred to as DCIPS. However, before we jump into the apps, let's give you a brief introduction to DCIPS.

Both the 9/11 Commission Report and the Commission on the Intelligence Capabilities of the United States Regarding Weapons of Mass Destruction Report that followed the 9/11 attacks and the invasion of Iraq identified two weaknesses within the Intelligence Community that contributed to the attacks.

1. Different personnel policies within each organization

2. A culture that avoided collaboration across organizational boundaries.

To address these weaknesses, the Intelligence Reform and Terrorism Prevention Act of 2004 (IRTPA) created the Director of National Intelligence (DNI) and directed the DNI to issue personnel regulations to unify the Intelligence Community (IC).

The Department of Defense and the Office of the Director of National Intelligence have worked collaboratively on the development of a common human capital policy framework that would support unificati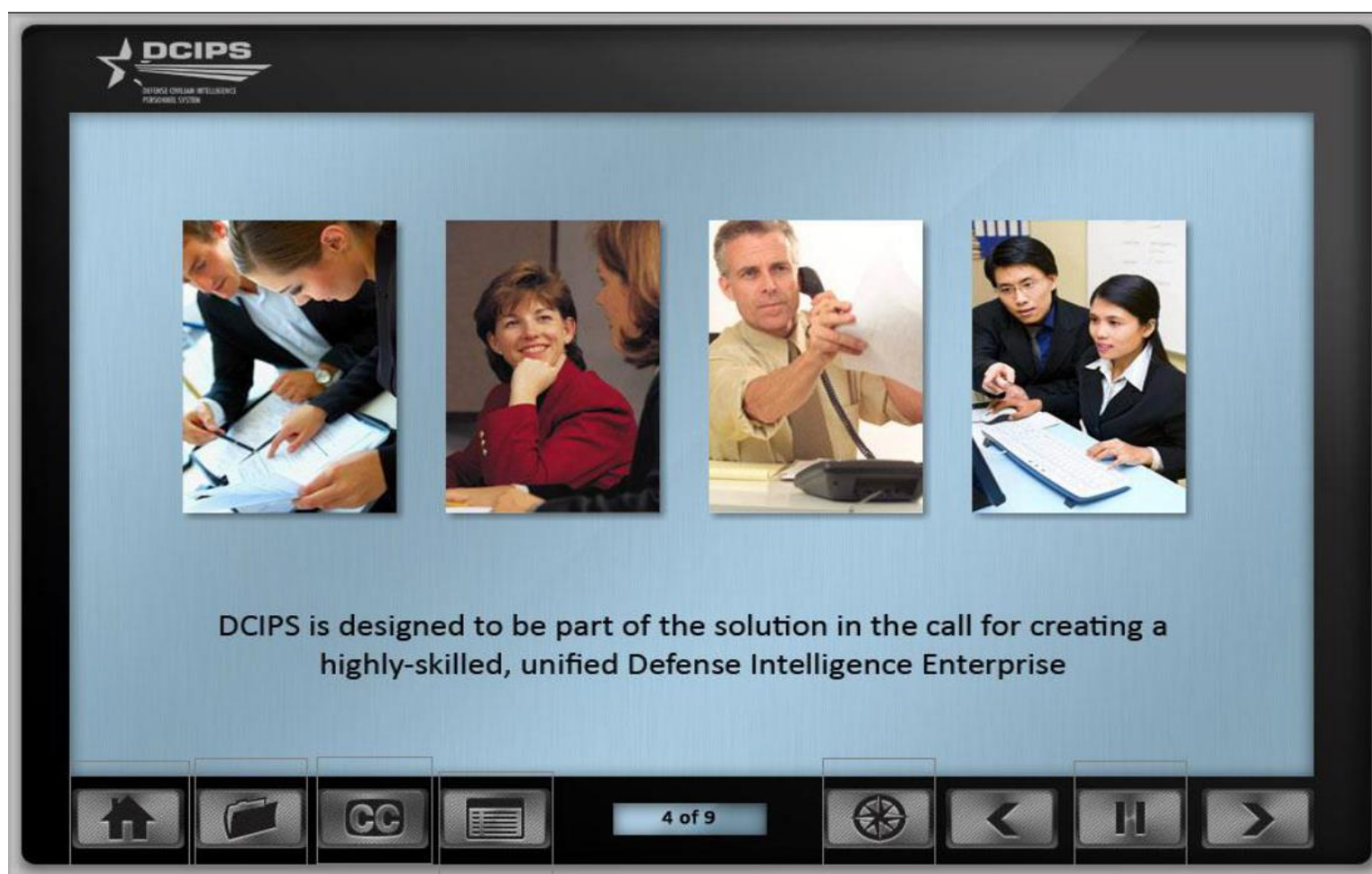on of the Intelligence Community. The Department of Defense and the Office of the Director of National Intelligence have worked collaboratively on the development of a common human capital policy framework that would support unification of the Intelligence Community.

And this brings us to DCIPS. DCIPS was designed in collaboration with the DNI, following the framework of the National Intelligence Civilian Compensation that sought to bring the IC under a common personnel architecture. DCIPS provides a common policy framework and a uniform personnel management approach.
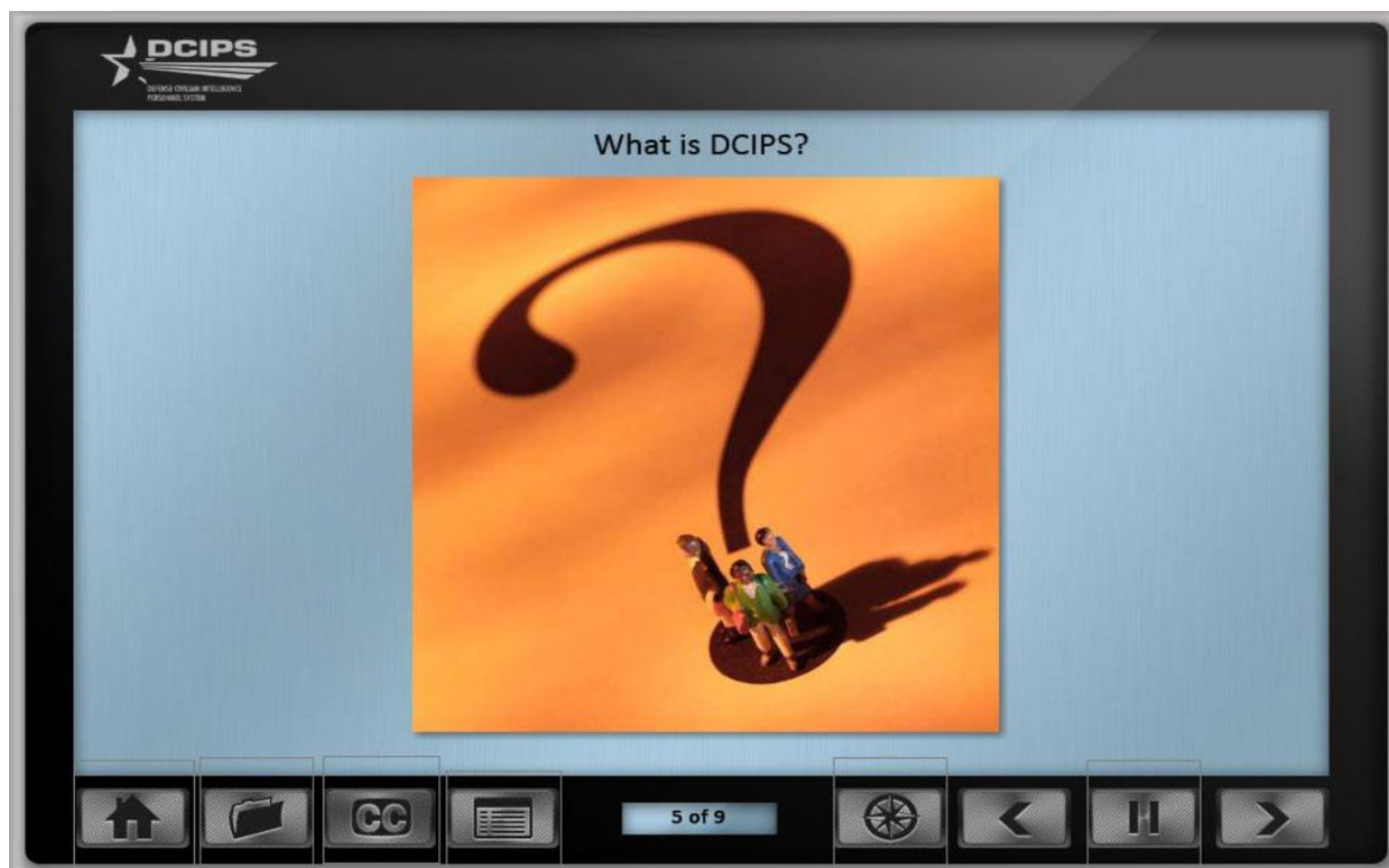
More than just another to-do item on your list, DCIPS is designed to be part of the solution in the call for creating a highly-skilled, unified Defense Intelligence Enterprise. This is why you are asked to understand what DCIPS is, and how it is designed to support you in fulfilling your part of the mission.

And this brings us to the purpose of this course. This course is designed to teach you what DCIPS is and how it will support you in accomplishing the mission, help you be familiar with the key features that make up the system, and identify how you can be successful within the system. Each of the seven apps we referenced earlier will help guide you through this.

Let's take a minute to further clarify what DCIPS is, and then we'll access our first app.

Plain and simple, DCIPS is the common personnel system for the Defense Intelligence Enterprise.

It promotes engagement between you and your supervisor by creating a common performance management system…

...and offers flexibilities to support your career planning.

DCIPS recognizes you based on your performance and contribution to the mission…

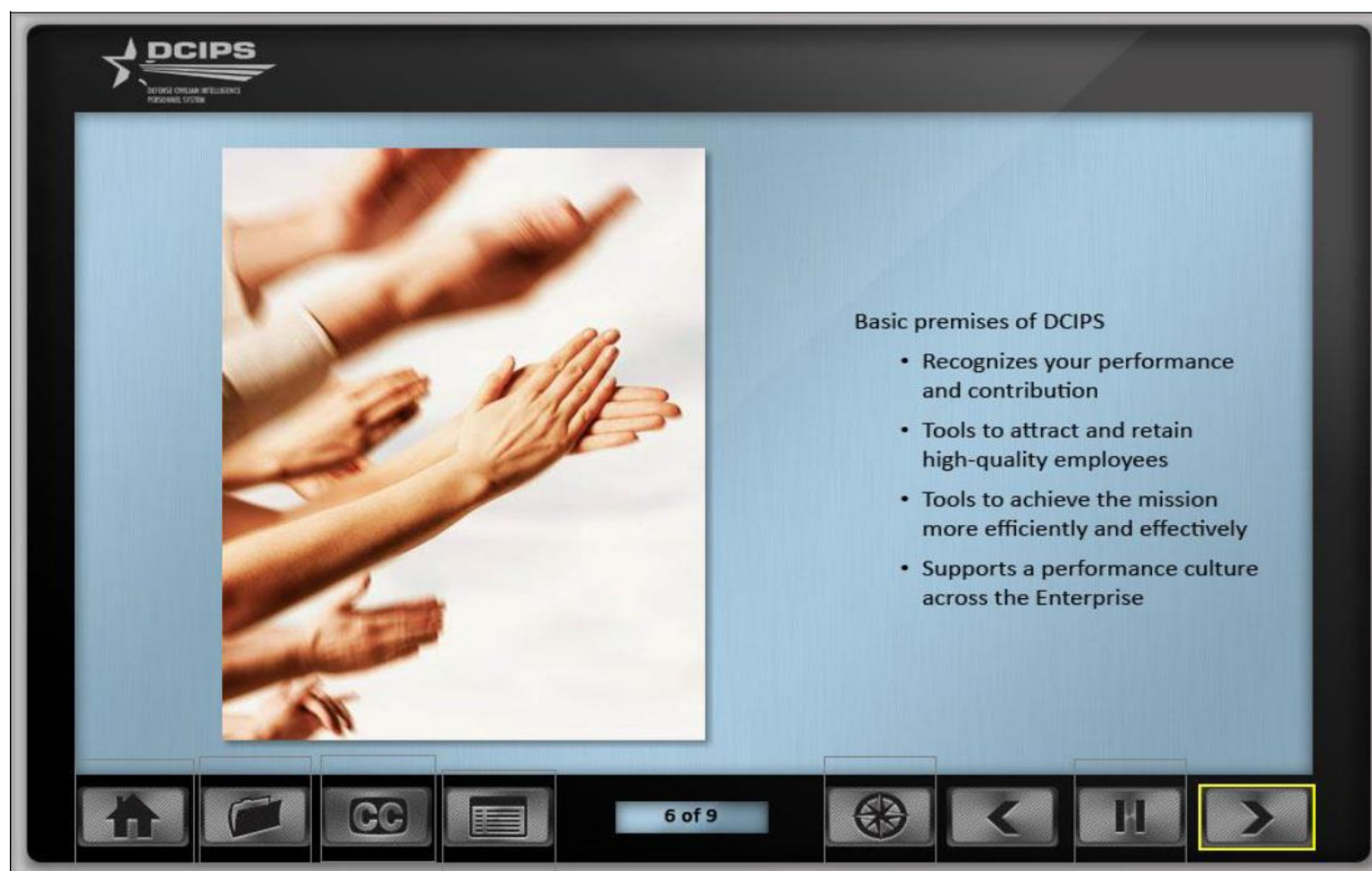…provides better tools to attract and retain high-quality employees, …

… provides management with tools to achieve the Department's intelligence mission more efficiently and effectively, …

and it supports a performance culture across the Enterprise where your talents and accomplishments are valued and recognized.

Let's talk about the DCIPS performance culture for a moment and what that means to you as an employee under DCIPS. It's a culture that fosters innovation, collaboration, and teamwork with the intention of producing remarkable results.

It is where everything and everyone in the organization is committed to supporting the mission, improving performance, and achieving results.

The performance culture is achieved through leaders who communicate the goals of the organization and empower employees to achieve those goals, …

DCIPS Performance Culture

Leaders communicate
Component goals

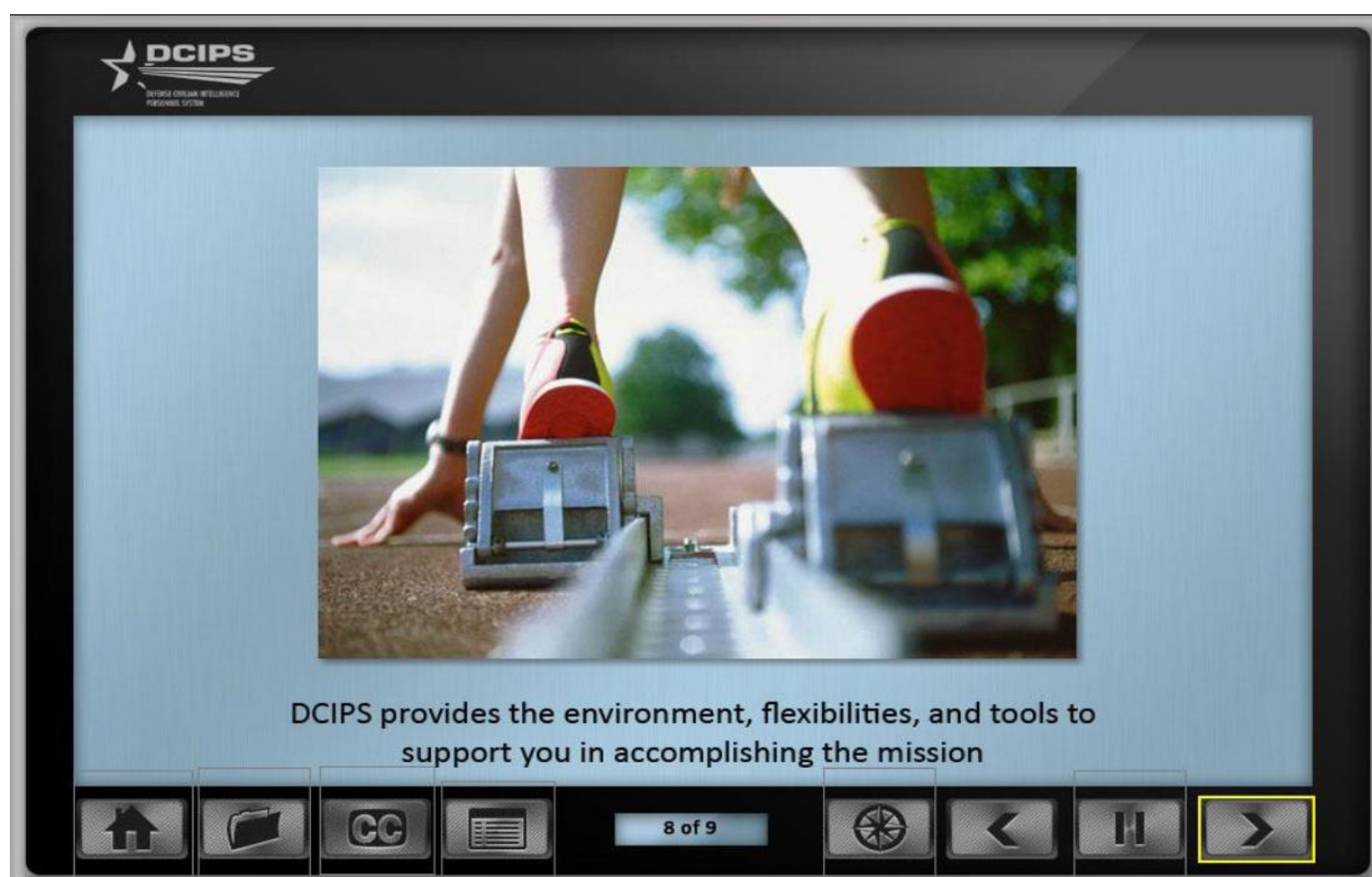Employees given meaningful
work & supportive environment

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… and through engaged employees who are given the opportunity to accomplish meaningful work in an environment that supports their success and recognizes the value of their achievements.

DCIPS is a flexible system expected to evolve over time

One more introductory item to know about DCIPS is that it is a flexible system that is expected to evolve over time to meet the needs of the Components, and respond to changes in direction from Congress, the Secretary, or emerging requirements.

DCIPS provides the environment, flexibilities, and tools to support you in accomplishing the mission

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Bottom line, the common personnel system, DCIPS, provides the environment, flexibilities, and tools to support you in accomplishing the mission.

With that brief introduction to what DCIPS is and why you are taking this course, let's talk more about DCIPS in detail. We recommend reviewing all the DCIPS 101 files to gain a better understanding of the different components.