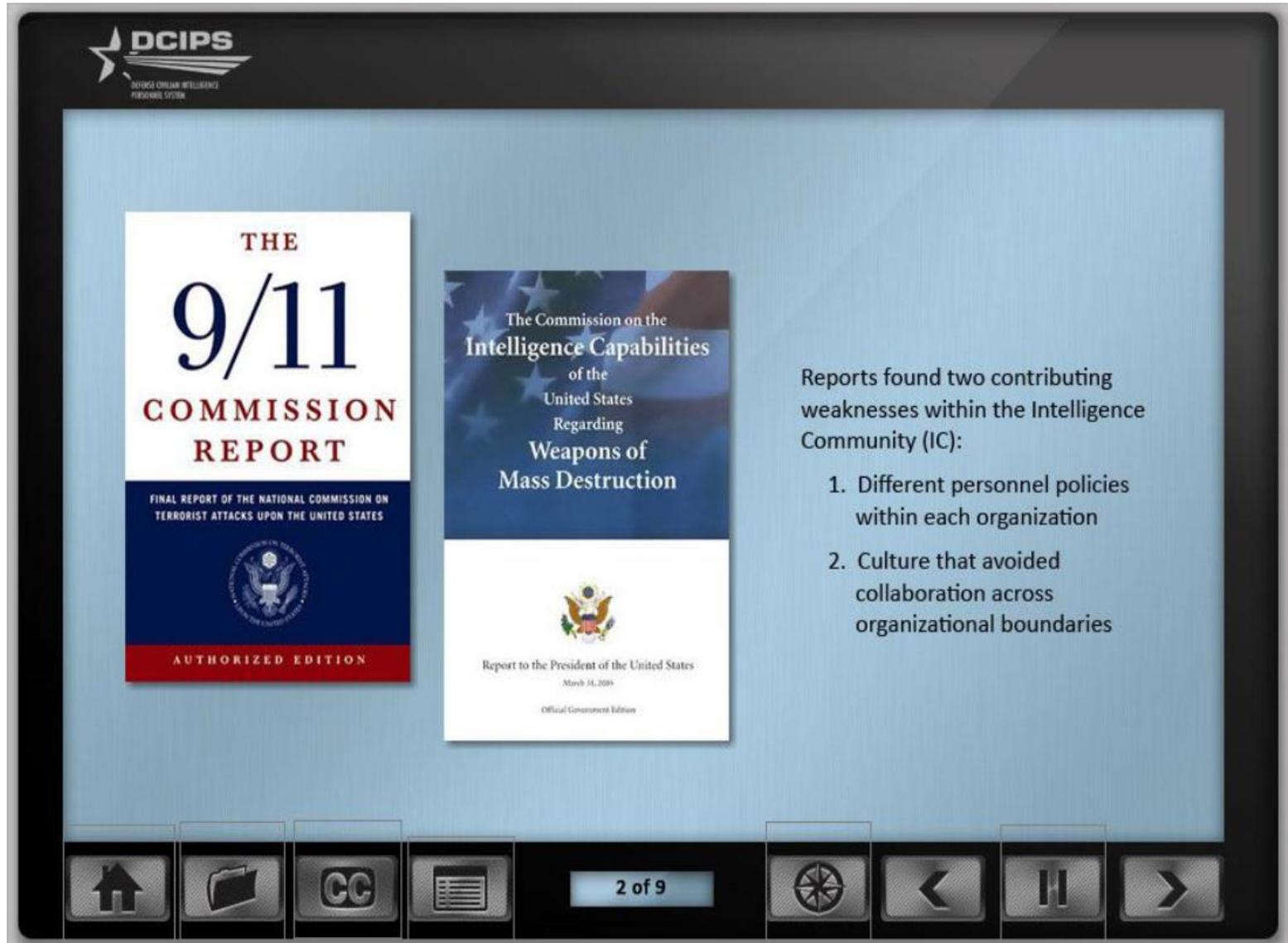




Welcome to DCIPS 101! Throughout this course you will be engaging with seven applications, also known as "apps." The apps are designed to teach you the basics of the Defense Civilian Intelligence Personnel System, commonly referred to as DCIPS. However, before we jump into the apps, let's give you a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



The slide displays two report covers on the left. The first is 'THE 9/11 COMMISSION REPORT' with the subtitle 'FINAL REPORT OF THE NATIONAL COMMISSION ON TERRORIST ATTACKS UPON THE UNITED STATES' and 'AUTHORIZED EDITION'. The second is 'The Commission on the Intelligence Capabilities of the United States Regarding Weapons of Mass Destruction' with the subtitle 'Report to the President of the United States' and 'March 31, 2005'.

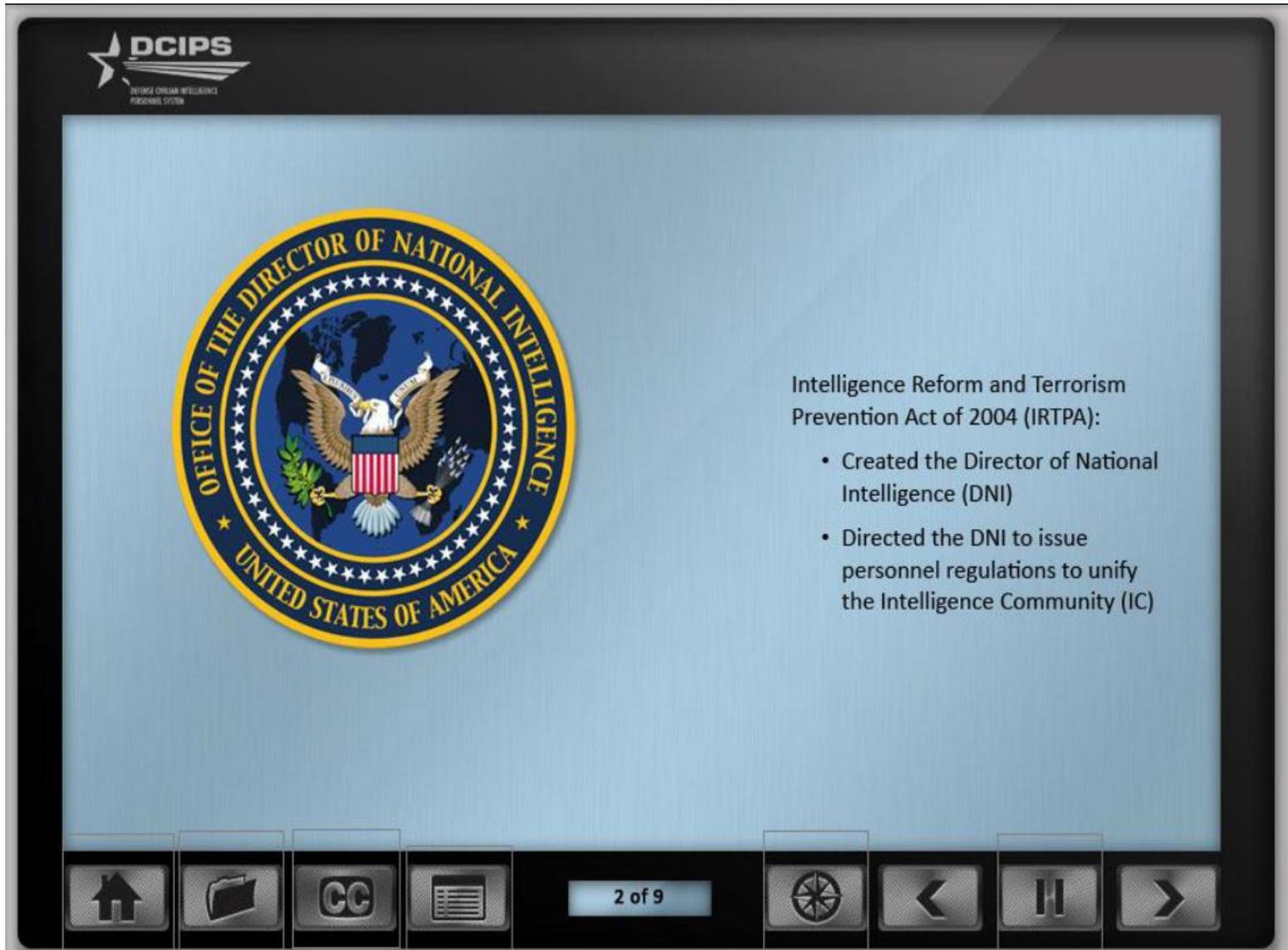
Reports found two contributing weaknesses within the Intelligence Community (IC):

1. Different personnel policies within each organization
2. Culture that avoided collaboration across organizational boundaries

The slide includes a navigation bar at the bottom with icons for home, folder, CC, list, 2 of 9, compass, back, pause, and forward.

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.



DCIPS  
DEFENSE ONLINE INTELLIGENCE  
PERSONNEL SYSTEM



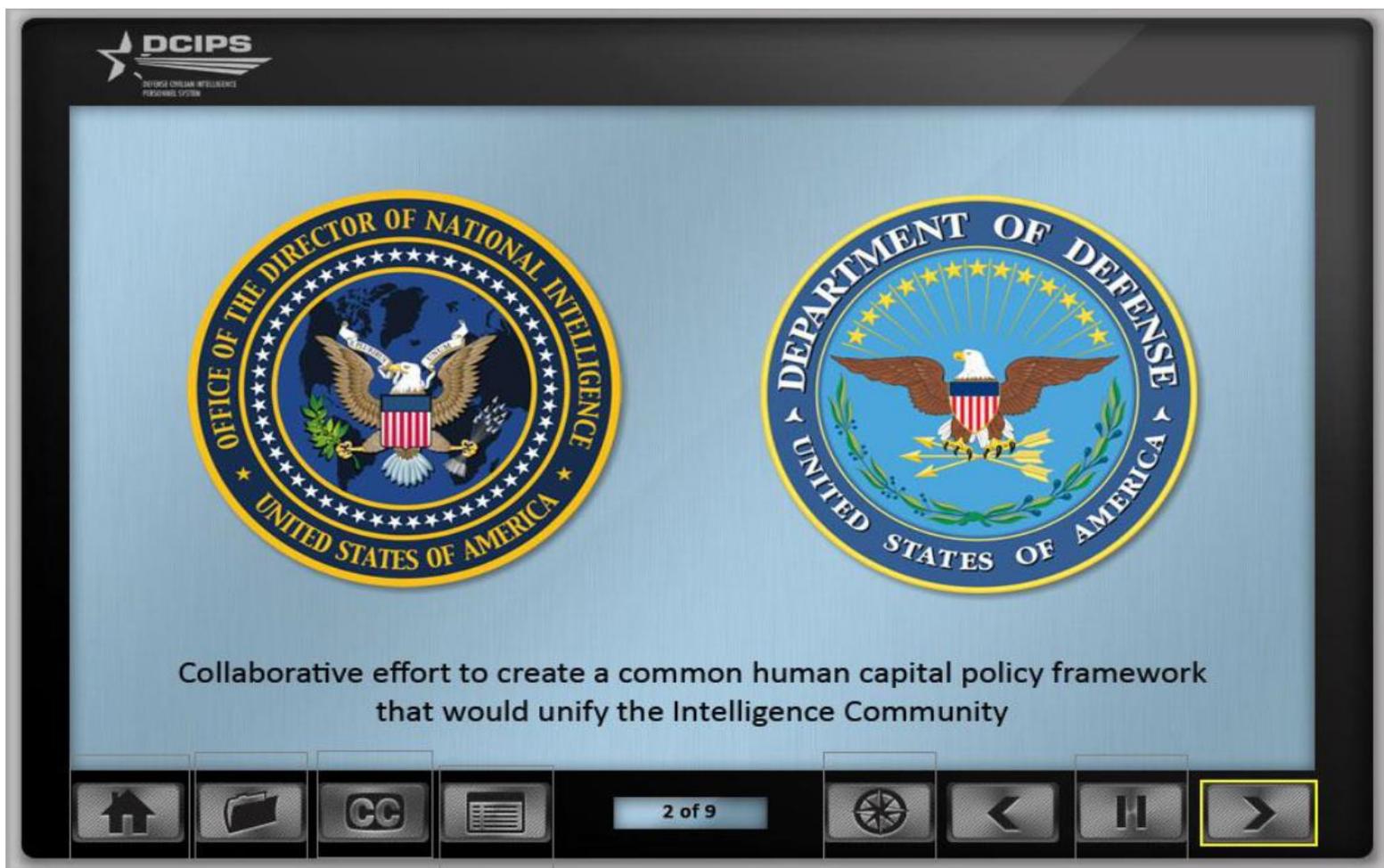
OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
UNITED STATES OF AMERICA

Intelligence Reform and Terrorism  
Prevention Act of 2004 (IRTPA):

- Created the Director of National Intelligence (DNI)
- Directed the DNI to issue personnel regulations to unify the Intelligence Community (IC)

2 of 9

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 unification 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.

A presentation slide for DCIPS. The slide has a dark grey border. In the top left corner, the DCIPS logo is displayed. The main content area has a light blue background. On the left side of this area is a photograph of four people (two men and two women) sitting around a white circular table, looking at documents. On the right side is a text block. At the bottom of the slide is a navigation bar with several icons: a home icon, a folder icon, a "CC" icon, a list icon, a "3 of 9" indicator, a compass icon, a left arrow icon, a pause icon, and a right arrow icon which is highlighted with a yellow border.

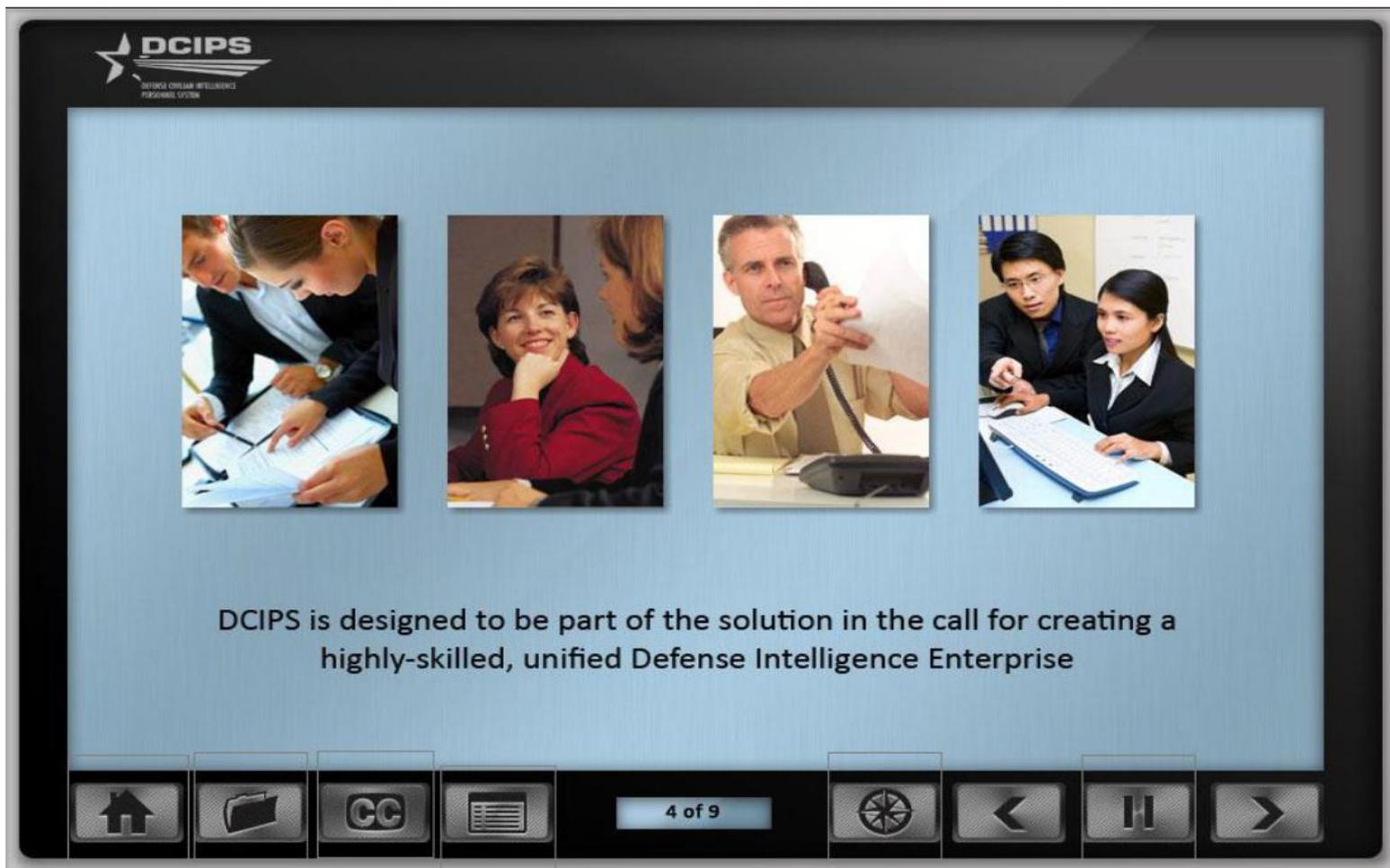
**DCIPS**  
DEFENSE CIVILIAN INTELLIGENCE  
PERSONNEL SYSTEM

In support of the national security mission within the Department of Defense, DCIPS:

- Was designed in collaboration with the DNI
- Provides a common policy framework
- Provides a uniform personnel management approach

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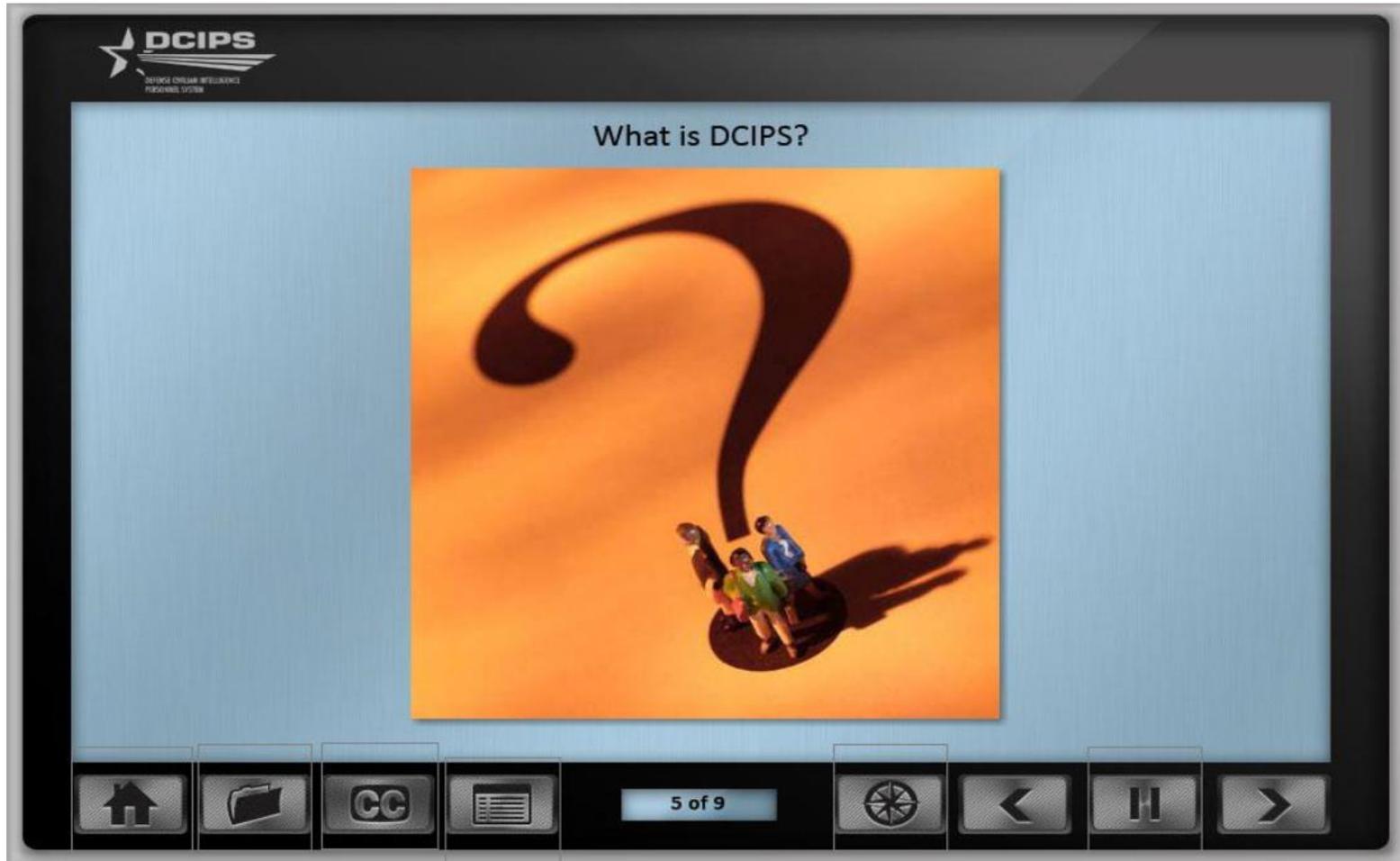
And this brings us to DCIPS. DCIPS was designed in collaboration with the DNI, following the framework of the National Intelligence Civilian Compensation that sought to bring the IC under a common personnel architecture. DCIPS provides a common policy framework and a uniform personnel management approach.



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.

A presentation slide for DCIPS. The slide has a dark grey border. In the top left corner, the DCIPS logo is displayed. The main content area has a light blue background. On the left side, there is a photograph of a man in a grey sweater sitting at a desk with a computer, looking thoughtful with his hand on his chin. To the right of the photo, the text "You'll learn:" is followed by a bulleted list of three items. At the bottom of the slide, there is a navigation bar with several icons: a home icon, a folder icon, a Creative Commons icon, a list icon, a page indicator "4 of 9", a compass icon, a left arrow icon, a pause icon, and a right arrow icon which is highlighted with a yellow border.

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.

A presentation slide with a light blue background. At the top left is the DCIPS logo. The title "What is DCIPS?" is centered at the top. Below the title is a photograph of three business professionals (two women and one man) sitting around a table, looking at documents and a laptop. Below the photograph is the text "Promotes engagement between you and your supervisor". At the bottom is a navigation bar with icons for home, folder, CC, list, "5 of 9", compass, back, pause, and forward.

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

A presentation slide with a light blue background and a dark grey border. At the top left is the DCIPS logo. The main title "What is DCIPS?" is centered at the top. Below the title are two side-by-side photographs: the left one shows three business professionals in an office setting looking at documents, and the right one shows a man in a suit smiling while holding a red folder. Below the photos is the text "Supports your career planning". At the bottom is a navigation bar with icons for home, folder, CC, list, "5 of 9", compass, left arrow, pause, and right arrow (highlighted with a yellow border).

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

A screenshot of a presentation slide within a software interface. The slide has a light blue background. On the left side, there is a photograph of a smiling woman in a dark business suit, holding a folder and a pen, standing behind a glass-topped counter. On the right side, the text reads "Basic premises of DCIPS" followed by a bulleted list: "• Recognizes your performance and contribution". At the top left of the slide area, the DCIPS logo is visible. At the bottom of the slide area, there is a navigation bar with several icons: a home icon, a folder icon, a CC icon, a list icon, a page indicator showing "6 of 9", a compass icon, a left arrow icon, a pause icon, and a right arrow icon.

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

A screenshot of a presentation slide within a software interface. The slide has a light blue background and features a photograph of two women in business attire sitting at a table, with one holding a blue folder. To the right of the photo is the text "Basic premises of DCIPS" followed by two bullet points. At the bottom of the slide is a navigation bar with icons for home, folder, CC, list, a page indicator "6 of 9", a compass, and navigation arrows.

**DCIPS**  
DEFENSE CIVILIAN INTELLIGENCE  
PERSONNEL SYSTEM

Basic premises of DCIPS

- Recognizes your performance and contribution
- Tools to attract and retain high-quality employees

6 of 9

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

A presentation slide with a light blue background. In the top left corner is the DCIPS logo. On the left side, there is a photograph of two people in business attire looking at documents. On the right side, the text "Basic premises of DCIPS" is followed by a bulleted list. At the bottom, there is a navigation bar with icons for home, folder, CC, list, a page indicator "6 of 9", a compass, and navigation arrows.

DCIPS  
DEFENSE CYBER INTELLIGENCE  
PERSONNEL SYSTEM

Basic premises of DCIPS

- Recognizes your performance and contribution
- Tools to attract and retain high-quality employees
- Tools to achieve the mission more efficiently and effectively

6 of 9

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

A presentation slide titled "Basic premises of DCIPS" is displayed on a screen. The slide features a photograph of several hands clapping on the left side. The text on the right lists four key premises. At the bottom of the screen, there is a navigation bar with icons for home, folder, CC, list, a page indicator "6 of 9", a compass, left and right arrows, a pause icon, and a highlighted right arrow icon.

**DCIPS**  
DEFENSE CYBER INTELLIGENCE  
PERSONNEL SYSTEM

**Basic premises of DCIPS**

- Recognizes your performance and contribution
- Tools to attract and retain high-quality employees
- Tools to achieve the mission more efficiently and effectively
- Supports a performance culture across the Enterprise

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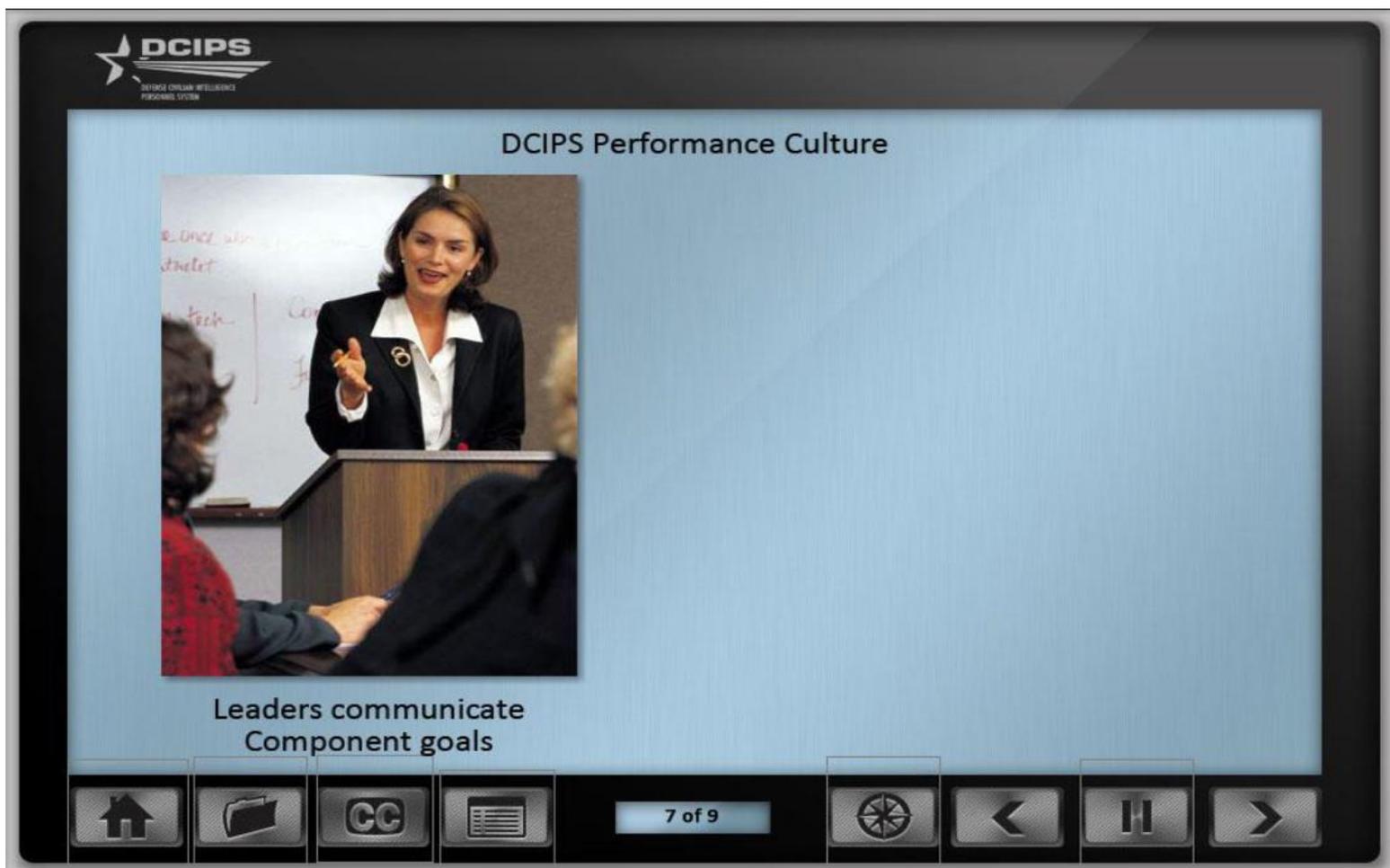
and it supports a performance culture across the Enterprise where your talents and accomplishments are valued and recognized.



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.

This is a screenshot of a presentation slide titled "DCIPS Performance Culture". The slide features a video inset on the left showing a woman in a dark blazer and white shirt speaking at a podium. Behind her is a whiteboard with some handwritten notes. Below the video, the text "Leaders communicate Component goals" is displayed. The slide is part of a larger presentation, as indicated by the "7 of 9" page number in the bottom navigation bar. The navigation bar includes icons for home, folder, CC, list, compass, back, pause, and forward.

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

 DCIPS  
DIGITAL CONTENT INTEGRATION  
PRESENTATION SYSTEM

### DCIPS Performance Culture



Leaders communicate  
Component goals



Employees given meaningful  
work & supportive environment

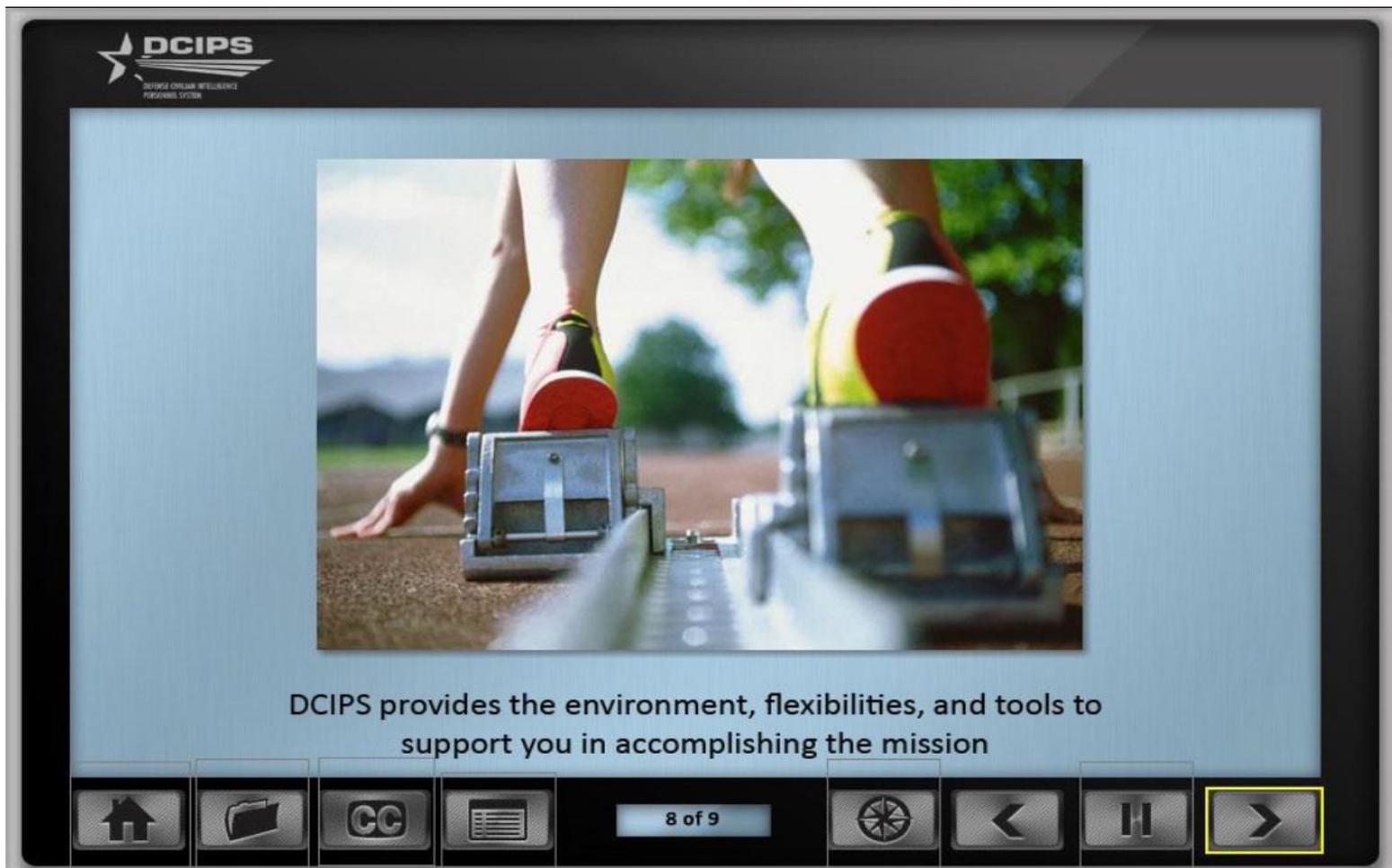
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Navigation icons: Home, Folder, CC, List, Wheel, Back, Pause, Forward (highlighted)

... 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.



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.



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.