

OHCM MAP Project KDP-C

Summary: The Mission Support Council (MSC) met on August 30, 2018 to determine if the Mission Support Future Architecture Program (MAP)'s Office of Human Capital Management (OHCM) Project is sufficiently mature to proceed into Phase C in accordance with the principles of NPR 7120.7 (currently NID 7120.99).

- On May 10, 2017, the Executive Council (EC) issued Decision (EC-2017-05-003) that approved a phased plan to evaluate and, where appropriate, realign mission support structure (to include budget authority and lines of reporting) in order to maintain mission focus, improve efficiency, and ensure local authority, while continuing to value the workforce. The decision also directed the development of the Mission Support Future Architecture Program (MAP) to develop projects for each of the mission support functional areas.
- OHCM was chosen as one of three Phase I projects and received MSC approval to enter Phase B in November 2017 based upon its initial project overview that included a draft org structure, project schedule, and milestones. KDP C approval is at the MSC; all other OHCM KDPs identified in the project plan were delegated to the MSPMC with escalation to the MSC if recommended by the Mission Support Program Management Council (MSPMC).
- The project has completed success criteria for items that will transform on Oct 1, 2018. Additional items will transform between Oct 1, 2018 and Oct 1, 2019.

The Mission Support Council made the decision after consultation by the recommender with the following stakeholders, and several others, based on the data and analyses provided.

MAP Program Manager and Deputy PM
 MAP Independent Review Team (IRT)
 MAP Program Control Board (PCB)
 HC Leadership (Center HR Directors and Deputy Directors,
 OHCM)
 Office of Diversity and Equal Opportunity (ODEO)
 Office of the General Counsel
 Labor

MSD Leadership
 Office of the Chief Financial Officer (OCFO)
 Office of Procurement
 Office of the Chief Information Officer (OCIO), Agency Applications Office
 (AAO)
 Office of Legislative and Intragovernmental Affairs (OLIA)
 Mission and Center Leadership (Mission Directorate Leads, Center Directors,
 Deputy Directors and Associate Directors)
 NASA Shared Services Center (NSSC) Leadership (Executive Director,
 Service Delivery Director, NSSC HR Services Division Leadership)

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Decision: Based on this review, the Mission Support Council decided:

- The OHCM project has thoughtfully considered and addressed the MSC-level equities. None require disposition at this time.
- Revisions to the project concept and implementation plan approved at KDP B are accepted.
- The OHCM project appropriately dispositioned all Independent Review Team findings.
- The OHCM Project sufficiently passes KDP C, as defined for Initial Operating Capability (IOC), subject to the following:
 - Additional implementation plan activity is required to achieve Full Operating Capability (FOC) as a key decision point. The MSPMC is delegated decision authority for this decision point, with out-of-board concurrence of the MSC Chair.
 - Quarterly reporting at the MSPMC. MSPMC to determine whether any further IRT reviews are needed.
 - Project to meet monthly with the MAP Program Manager and Project Liaison on a trial basis.

Approval to proceed into Phase C was granted based upon the recommendation of the IRT, the MAP Program Executive, the AA for Human Capital, and the AA for Mission Support. Implementation may begin on October 1, 2018. The OHCM Transformation Project may exit the MAP Program at a point no earlier than KDP E.

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Decision execution responsibility

B. Gibbs, Chief Human Capital Officer

J. Petro, MAP Program Executive

Accountable for:

Support and review project as it transitions through Phase C

Managing MAP implementation and integration across all projects

Execution milestone	Milestone Date	Responsible Party
Project implementation updates at the Baseline Performance Review (Quarterly or as determined by BPR Chair)	November 2018	C. Swails OHCM Project Manager
Work with MAP and the MSPMC to develop 2 to 3 Metrics to track within the MSPMC	November 2018	C. Swails OHCM Project Manager
FOC as the next key decision point	October 1, 2019	D. Tenney, as Decision Authority MSD AA
MAP Program Exit	No earlier than KDP E	D. Tenney, as Decision Authority MSD AA

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(b) (6)

M. Saunders, MSC Chair

Signatures represent concurrence that this decision was reached in compliance with Mission Support Council procedures, and ownership of amplifying comments relative to the decision.

Signature

Amplifying Comments

(b) (6)

(b) (6)

J. Dewitt, OCFO *by proxy*
(b) (6)

D. Tenney, AA MSD
(b) (6)

T. Wilcutt, Chief S&MA *by proxy*
(b) (6)

R. Wynn, CIO *by proxy*