

## Office of Human Capital Management KDP- B Review

**Summary:** The Mission Support Council (MSC) met on November 30, 2017 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 B in accordance with the principles of NPR 7120.7 (currently NID 7120.99).

- On May 10, 2017 the EC Decision (EC-2017-05-003) directed the establishment of a phased plan to realign the Agency mission support structure (to include budget authority and lines of reporting) to maintain mission focus, improve efficiency, and ensure local authority, while valuing the workforce. The Mission Support Future Architecture Program (MAP) oversees each mission support functional area project.
  - OHCM was chosen as one of three initial Phase I projects and presented their tailored solution and project plan to arrive at the Key Decision Point (KDP) Phase B control gate.

The Mission Support Council made the decision on the KPD after reviewing the presented project plan provided and discussions on OHCM's tailored implementation approach to NID 7120.99, and consultation by the recommender with the following stakeholders:

- OHCM Leadership
- MSD Leadership
- Center Leadership (MAP Roadshow visits)
- Mission Directorate Leadership (MAP Roadshow visits)
- MAP Program Control Board (PCB)

**Decision:** Based on this review, the MSC decided:

- The OHCM Project demonstrated its readiness and is approved for Phase B
  - The Project principles are in alignment with Program principles
  - The interpretation of Level 1 requirements meet the MSC intent
  - The future state model is in alignment with the goals of MAP
  - The transition strategy meets the intent of the transformation effort
  - The Project will follow the governance proposed in their initial project plan
    - KDP B and C will go to the MSC, all other OHCM KDPs will be delegated to the MSPMC
    - MSPMC will recommend if escalation to MSC is required
- Project implementation will be monitored at the Baseline Performance Review,(quarterly or as determined by the BPR Chair)

Approval was granted based on the project control plan having sufficient detail to support a transformational schedule across all elements, defined KDP milestone reviews, and accountable officials identified for reporting within the MAP governance structure.

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D [Redacted] (b) (6)  
K. Paquin, 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
[Redacted] (b) (6) R. Lightfoot, AA	
[Redacted] (b) (6) A. Hunter, OCFO	
[Redacted] (b) (6) D. Tenney, AA MSD	
[Redacted] (b) (6) T. Wilcutt, Chief S&MA	
[Redacted] (b) (6) R. Wynn, CIO	

## Office of Human Capital Management KDP - B Review

### 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 B

Managing Program implementation and integration across all projects

### Execution milestone

### Milestone Date

### Responsible Party

KDP-C Presentation to MSC

March 2018

E. DiGiovanni  
OHCM Project Manager

Functional Implementation KDP-D (MAP PCB)

October 2018

E. DiGiovanni  
OHCM Project Manager

Full Operational Implementation KDP-E (MAP PCB)

October 2019

E. DiGiovanni  
OHCM Project Manager