

Bill Neale of Denision Consulting will meet with supervisors and employees from Tuesday-Thursday, April 12-14 to provide information on the Multi-Source Feedback process which all DSCR non-operationalized supervisors will participate in May, 2005.

Multi-source Feedback (MSF) is a process of providing anonymous, questionnaire based feedback to each DLA supervisor from his or her co-workers, employees and boss, on leadership behavior. That information is then consolidated in a summary or report that provides information to the individual regarding strengths and areas for improvement. It is not a performance appraisal. The tool is linked to the Denison culture model and is often referred to as 360 degree feedback. The Denison leadership model and MSF instrument provides leaders and managers with feedback on a set of twelve leadership skills and practices that can impact bottom-line organizational performance.

Supervisors will invite all of their direct reports, five peers (employees at the same grade, one grade above or one grade below) and their immediate supervisor to provide anonymous feedback through a web-based questionnaire. Participation is voluntary, but all invitees are strongly encouraged to participate.

After the survey is completed, the results are combined and the supervisor is provided a snapshot of the feedback. From this feedback, the supervisor will develop an action plan to improve on two aspects indicated by the evaluation and discuss the implementation plan with his supervisor who will provide support and encouragement.

All feedback is anonymous (except for the ratings of the supervisor's immediate superior – however, since the supervisor provides annual performance ratings and interim appraisals, so there shouldn't be any surprises). The feedback reports are confidential as well and the supervisor is not required to share the results.

The purpose of this initiative is to support DLA's culture transformation effort by providing feedback to leaders to develop their skill sets and leadership competencies that support the desired culture.

Over the next two years all DLA supervisors (2300+) will be participating in MSF. Supervisors in DLA HQ and operationized elements in the field (DSCR-R, S, Y and DORRA) led the way by participating first during Jan-Mar 2005. DSCR, DDMA and part of DPSC will roll out during April-June 2005.

The actual survey administration for DSCR supervisors will begin next month. In preparation for that there will be a series of information sessions during the month of April 2005 to provide details. All DSCR supervisors (military and civilian) must attend one of these sessions. Voluntary information sessions for non-supervisory employees have also been scheduled. The MSF rep for DSCR is David Bassler (x4823) and he will answer any questions you may have on this effort.

DSCR Supervisors

**McKeever Auditorium Tuesday, April 12 1000-1100 and 1430-1530;
VTC (Command Suite - limited seating available) Wednesday, April 13 1000-1100;
Webinar session Wednesday, April 13 1430-1530;
Center Cafeteria Thursday, April 14 1430-1530**

DSCR Non-Supervisors

**McKeever Auditorium Tuesday, April 12 0830-0930 and 1300-1400;
VTC (Command Suite - limited seating available) Wednesday April 13 0830-0930;
Center Cafeteria Thursday, April 14 1300-1400**