

**2026 DEFENSE
HEALTH INFORMATION
TECHNOLOGY SYMPOSIUM**

August 11-13, 2026
Hyatt Regency New Orleans
New Orleans, LA

The Office of Warfighter Health Advantage (OWHA) Engine: Driving Performance and Innovation for a Decisive Edge

Mr. Matthew Motley

CDR John de Geus, MD



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Agenda

1 OWHA Operating Concept

2 Systemizing Performance to Plan (P2P)

3 Systemizing Innovation

4 Discussion

Speaker Introduction (1 of 2)



Mr. Matthew Motley

DHA Office of
Warfighter Health
Advantage –
Performance to Plan
Lead



CDR John de Geus MD

DHA Office of
Warfighter Health
Advantage –
Information &
Innovation Lead

Speaker Introduction (2 of 2)

Mr. Matthew Motley

DHA Office of Warfighter Health Advantage – Performance to Plan Lead

As the Performance to Plan (P2P) Lead for the DHA's Office of Warfighter Health Advantage (OWHA), Mr. Motley is responsible for systematizing the Director's strategic vision. He drives the framework that aligns enterprise strategy with tactical execution and performance management, ensuring accountability and delivering measurable results for the joint force.

CDR John de Geus MD

DHA Office of Warfighter Health Advantage – Information & Innovation Lead

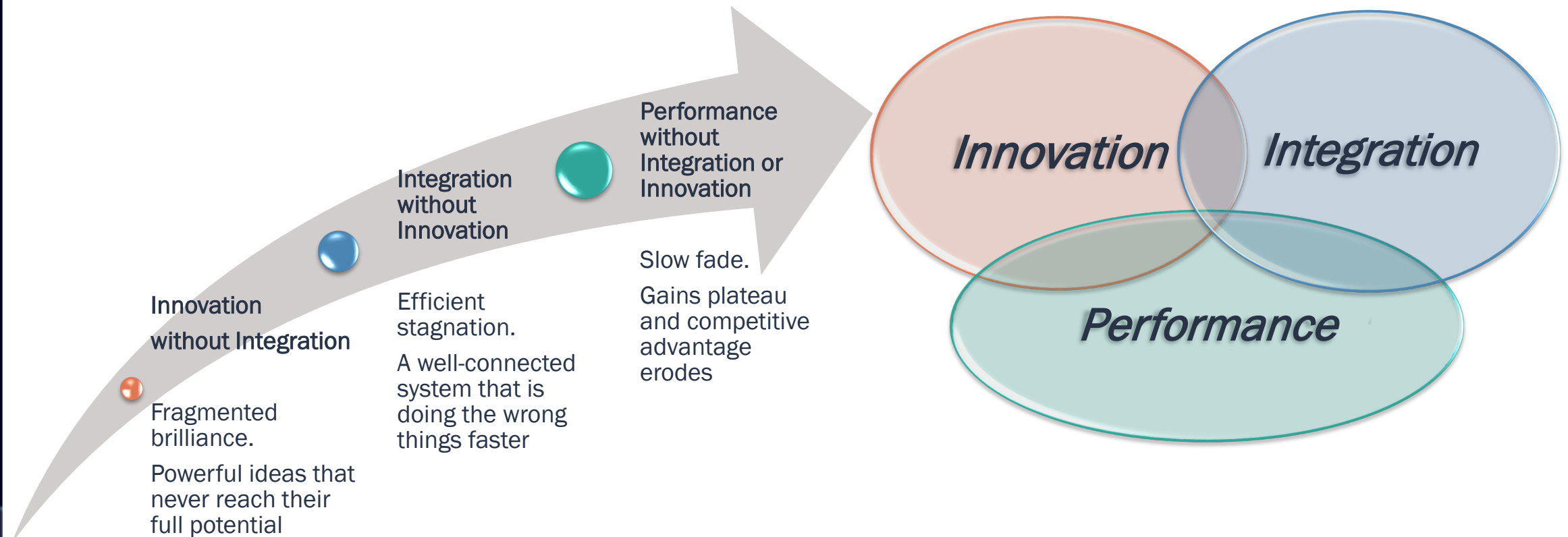
A board-certified family physician and clinical informaticist, CDR de Geus is the Information & Innovation Lead at the DHA's Office of Warfighter Health Advantage (OWHA). He develops the frameworks necessary to accelerate new capabilities to the joint force. An operational flight surgeon, he deployed with the Marine Corps and earned his Doctor of Medicine from the USU.

Learning Objectives

- 1** Describe the "Advantage Engine" framework and its two core components: the Performance Engine and the Innovation Engine.
- 2** Explain how the Performance Engine uses Performance to Plan (P2P) methodologies to drive operational excellence and accountability.
- 3** Identify how the Innovation Engine accelerates capability delivery through a "Scout, Build, Buy" portfolio model and modern acquisition pathways.
- 4** Recognize how the integration of both engines delivers a "Warfighter Health Advantage."

OWHA Operating Concept

The OWHA has a responsibility to synergistically advance the DHA's systemic advantage and serve as an enterprise- lead for warfighter-first problem solving. True competitive advantage lives in the connection of innovation, integration, and performance – and injecting new thinking into them simultaneously.

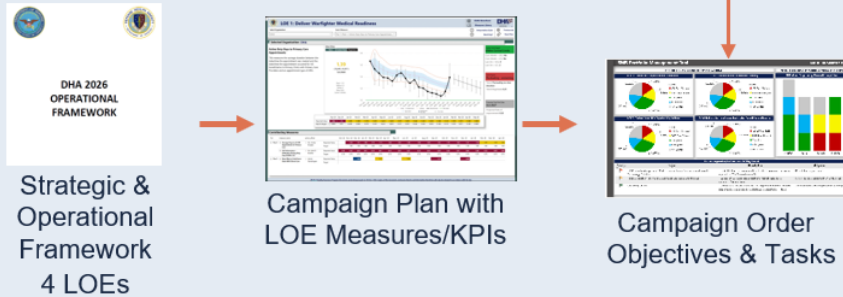


Systemizing Performance to Plan

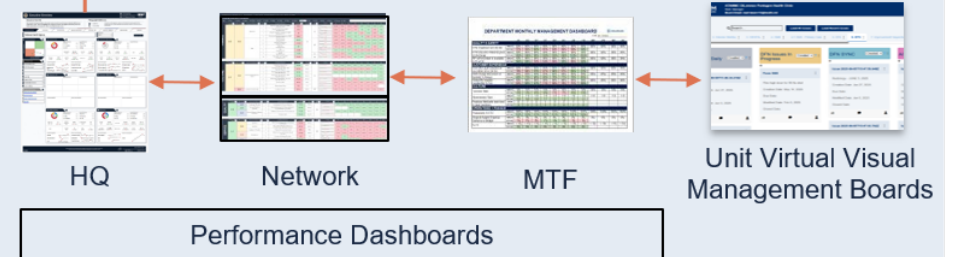


ALIGN &
DEFINE
SUCCESS

Develop Campaign Plan and Order



Cascade Performance Standards & Goals

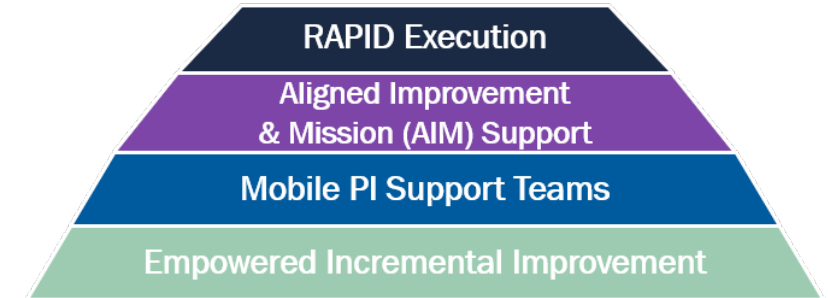


DRIVE
IMPROVEMENT

Build the Mindset, Skillset, and Toolset

Mindset	Skillset	Toolset
Embrace the Red Embody HRO Principles Self-Assess Psychological Safety	Daily Management: Tiered Huddles, Visual Management, Walk Arouds	Huddle Board, KPI Board, Gemba Walk
	Basic Problem Solving: Root Causes, Test Solutions	Coaching Kata, Pareto Charts, 5 Whys, Driver Diagrams
	Intermediate/Advanced: 8-Step PPS/DMAIC/RAPID	Canvas Placemat, A3
Talent Development and Talent Management		

Operational Performance Improvement



SUSTAIN
RESULTS

Processes

Performance Reviews
Tiered Huddles
Leader Coaching & Accountability
Resource Allocation

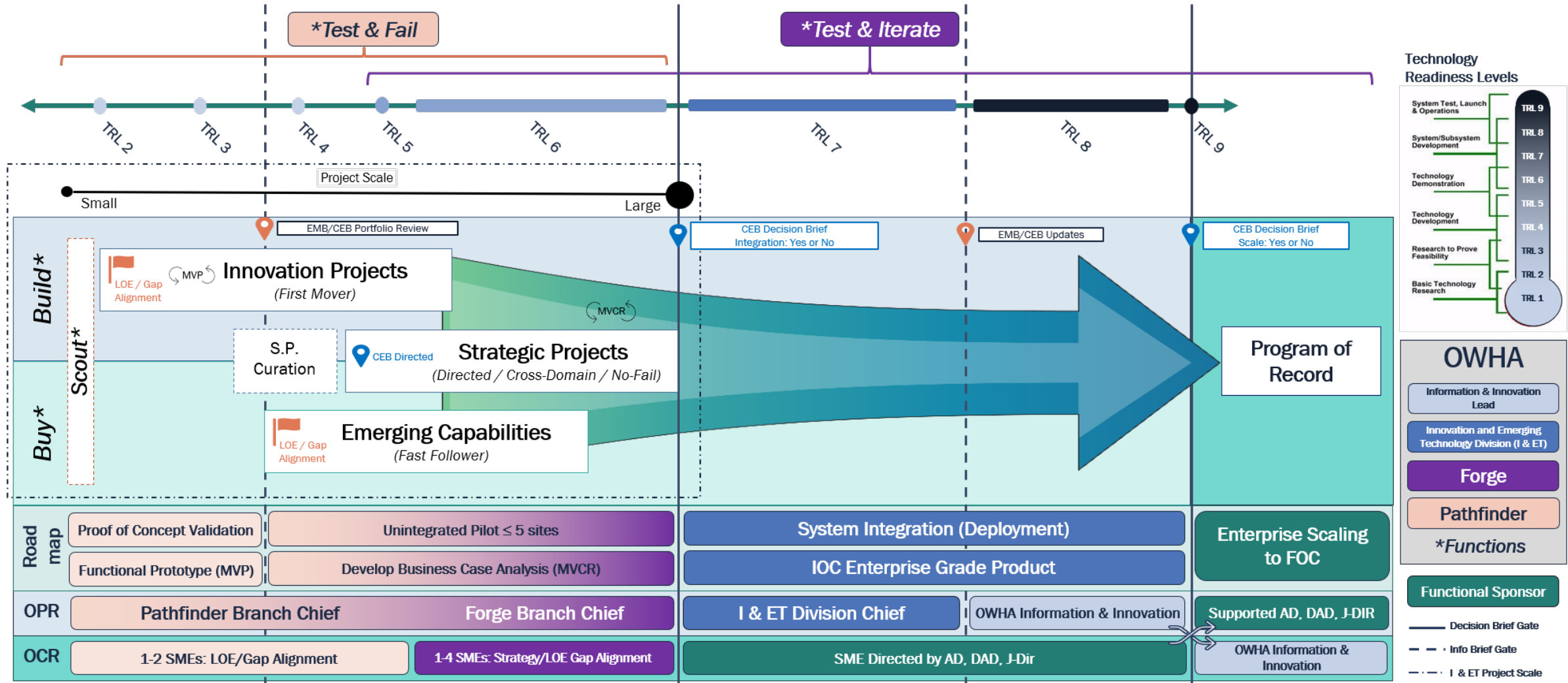
Tools

Visual Management Boards
Bowler/Control Charts
Standard Processes
Leader Standard Work
Individual Performance Plans

Forums

Unit Staff Meetings
Care Site/Business Unit Progress Reviews
DHN Performance Reviews
CEB Performance Review

Systemizing Innovation – OV1



BLUF: The I&ET Division operates as the enterprise capability engine through five core functions. We **Scout** the global landscape for technology and medical supply opportunities, feeding three distinct project portfolios: **Innovation** (where we **Build** custom DoW solutions), **Emerging Capabilities** (where we **Buy** mature commercial tools), and **Directed Strategic Projects** (no-fail leadership initiatives). All portfolios advance through a transparent, disciplined, TRL- and Governance-gated lifecycle, beginning with the **Test & Fail** function to rapidly prove viability with minimal resource risk, and progressing to the **Test & Iterate** function to execute integrated pilots, securing formal decision authority for enterprise-wide handoff to the Functional Leader, all with functional SME involvement throughout.

Contact

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OWHA Information & Innovation lead

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Thank you!



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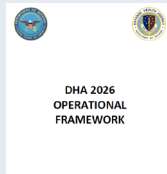
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Systemizing Performance to Plan – Back-up Slide



ALIGN &
DEFINE
SUCCESS

Develop Campaign Plan and Order



Strategic &
Operational
Framework
4 LOEs



Campaign Plan with
LOE Measures/KPIs



Campaign Order
Objectives & Tasks

Cascade Performance Standards & Goals



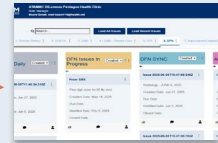
HQ



Network



MTF



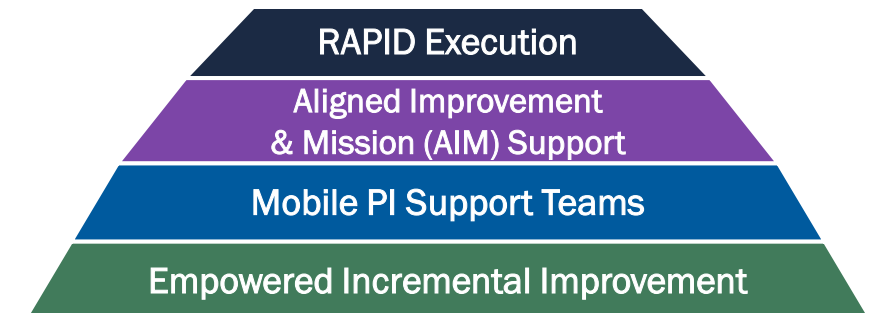
Unit Virtual Visual
Management Boards

Performance Dashboards

Build the Mindset, Skillset, and Toolset

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Operational Performance Improvement



SUSTAIN
RESULTS

Processes

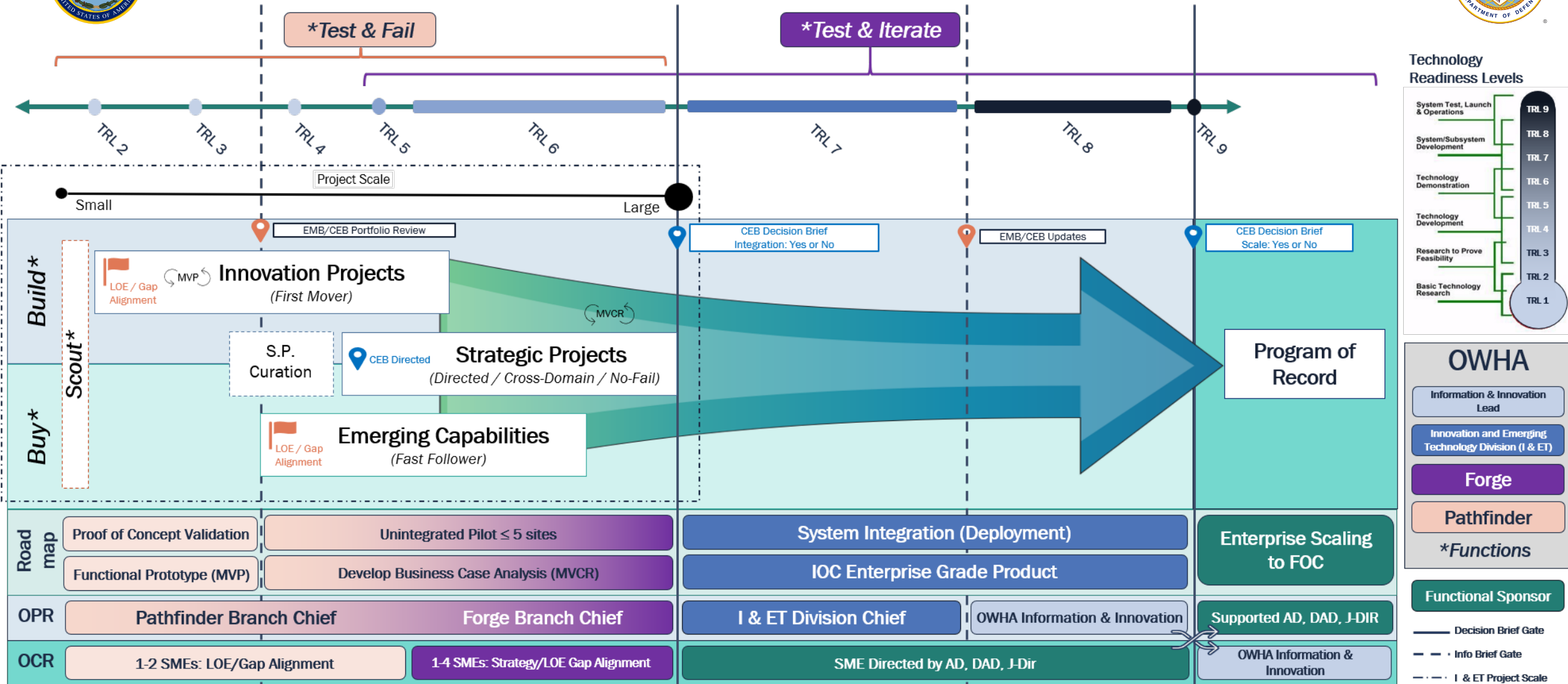
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