

## Overview

Performance management is the use of goals, measurement, analysis, and data-driven reviews to *improve results of programs and the effectiveness and efficiency of agency operations*. Simply put, **good management means:**

- Setting goals and prioritizing goals
- Putting in place accountability mechanisms
- Determining and committing to a path forward
- Routinely assessing whether outcomes are met
- Using data and analysis to form insights and make decisions
- Executing plans and processes and actively managing them
- Identifying and acting on improvement opportunities
- Sharing information on plans, progress, challenges, and results

## What does this look like in the federal government?

The purpose of the federal performance management framework is to infuse good business practices into the federal government. There are four primary elements:

Element	This looks like...
1. <b>Strategic alignment of mission and work within agencies</b>	<ul style="list-style-type: none"> <li>• Agency Strategic Plans</li> <li>• Agency-led annual reviews of progress towards key objectives</li> </ul>
2. <b>Identification of specific agency priorities</b>	<ul style="list-style-type: none"> <li>• Agency Priority Goals (APGs)</li> <li>• Agency Chief Operating Officer-led quarterly reviews of progress</li> </ul>
3. <b>Cross-agency coordination on key Administration priorities</b>	<ul style="list-style-type: none"> <li>• President’s Management Agenda</li> <li>• Cross-Agency Priority (CAP) Goals</li> <li>• Executive Office of the President (EOP)-led quarterly reviews of progress</li> </ul>
4. <b>Transparency and accountability</b>	<ul style="list-style-type: none"> <li>• Identified goal leaders</li> <li>• Frequent, data-driven reviews of progress</li> <li>• Public reporting on Performance.gov</li> </ul>

## How can you leverage the performance management framework?

Most importantly, the performance management framework gives agencies some **key levers** to pull to implement priorities within their agency:

- **Buy-in** from EOP on **identified agency priorities**
- **Alignment** with overarching **government priorities**
- **Access** to and **coordination with management leaders** and functions within EOP and agencies
- Connections to the performance function at other agencies to **coordinate cross-agency goals, share best practices, and align strategies**
- Accountability mechanisms (i.e., named goal leaders, public reporting) to **hold partners within your agency responsible for results**
- Built-in **routines to sustain interest, commitment, and regular reviews of progress**
- Access to the Performance Improvement Council (PIC) to help you **achieve results**