

Overview

Cross-Agency Priority (CAP) Goals are a tool used to accelerate progress on a limited number of priority areas where implementation requires active collaboration between multiple agencies. CAP Goals help agencies overcome organizational barriers to achieve better performance than they can on their own. CAP Goals are **four-year outcome-oriented goals** that will run from FY2018 through FY2021. The goals beginning in FY2018 will represent the third cycle of CAP Goals.

Why

While interagency processes already exist to coordinate policy, budget, and legislative issues, the CAP Goal mechanism was put in place to coordinate the achievement of mission and mission support outcomes through **improved cross-agency collaboration and implementation**. The Government Performance Results Act Modernization Act of 2010 (GPRAMA) is the law that authorizes CAP Goals and sets out a small number of reporting requirements. These requirements are further clarified in Office of Management and Budget A-11 guidance.

How

The CAP Goal framework was built to maintain focus and ensure accountability over the goal period through four key routines:

- ❖ Regular reviews of progress
- ❖ Deep dives with senior management officials
- ❖ Brief-outs at the President’s Management Council (PMC)
- ❖ Quarterly public reporting on Performance.gov

Who

Each CAP Goal has designated Executive Office of the President (EOP), Office of Management and Budget (OMB), and/or Agency **Goal Leaders** supported by career staff deputies and an **implementation team** that will likely be comprised of subject matter experts from different agencies. Quarterly progress reviews are chaired by the **Director of OMB** and supported by the inter-agency **Performance Improvement Council (PIC)** staff. The PIC staff can help your team in the goal planning and implementation phases in a consultative and coordinating role.

When



Your Role

- ❖ A CAP Goal’s success is contingent upon having Goal Leaders committed to providing vision and support, being a spokesperson for the goal, delegating authority to make decisions and take action, and accepting accountability for the goal’s results. Specifically, the Goal Leader is responsible for the following:
 - ❖ Inform and sign off on the Action Plan which identifies the goal’s key strategies, milestones, and metrics
 - ❖ Chair regular, implementation-focused “deep dive” meetings with senior management officials
 - ❖ Review progress at least quarterly to identify risks and opportunities as early as possible and sign off on the quarterly public progress report
 - ❖ Provide regular progress updates to EOP senior advisors, the Chief of Staff, and the PMC

The Performance Improvement Council (PIC) is the heartbeat of government performance management. The PIC shares best practices and builds capacity across the federal government to help agencies set, plan and achieve priorities for the American Public. The council staff sits at the General Services Administration and can be reached at fed2fedsolutions@gsa.gov.