

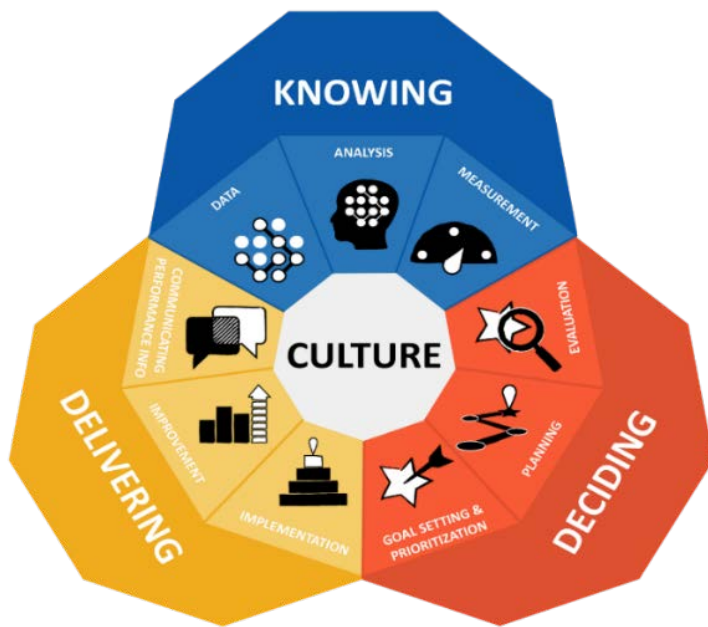
Overview

Underlying the elements of the federal performance framework are *core principles and practices* that program offices can use to manage their success. The Performance Improvement Council calls these the Performance Principles and Practices or P3. While all P3 elements are important on their own, when integrated and applied together they can help agencies **achieve goals**, **deliver the right things**, and **build the capabilities** needed to evolve.



P3 model and culture principles

P3 also includes **performance culture principles** which reflect the performance values, habits, incentives, and rewards the organization exhibits in how it views and treats organizational performance.



- ❖ Results-oriented candor & transparency
 - ❖ Healthy attitude towards risk
- ❖ Positive ownership & accountability for results
 - ❖ Stakeholder & customer orientation
 - ❖ Going beyond compliance

How can you use it?

There are no specific rules for how to implement the elements of P3. However, the PIC staff has created various tools that agencies can use to assess and make decisions about their performance management practices and principles:

- ❖ Request a facilitated P3 consultation to gain insight into your organization’s performance persona.
- ❖ The consultation is followed by a discussion of where and how to invest additional effort to enhance or alter

your activities in key P3 areas.

- ❖ You can also learn to facilitate the P3 consultation with program offices within your agency so that you can serve as an internal performance consultant to component level agencies or program offices.