

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

How can you leverage the performance management framework?

The performance management framework gives agencies **key levers** to pull to implement priorities within their agency. These include:

- **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 achieve results