

# **Performance Improvement Council:** Advancing the Practice of Performance Management and Improvement in the Federal Government

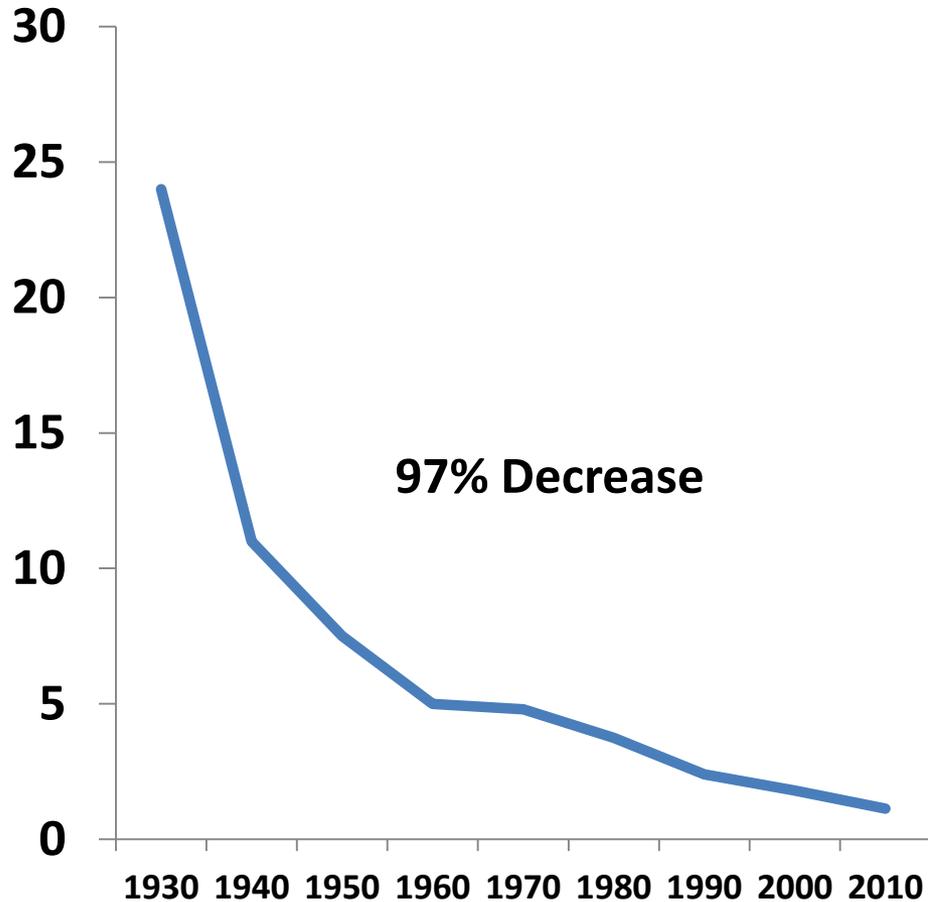
Kevin Donahue

March 2014

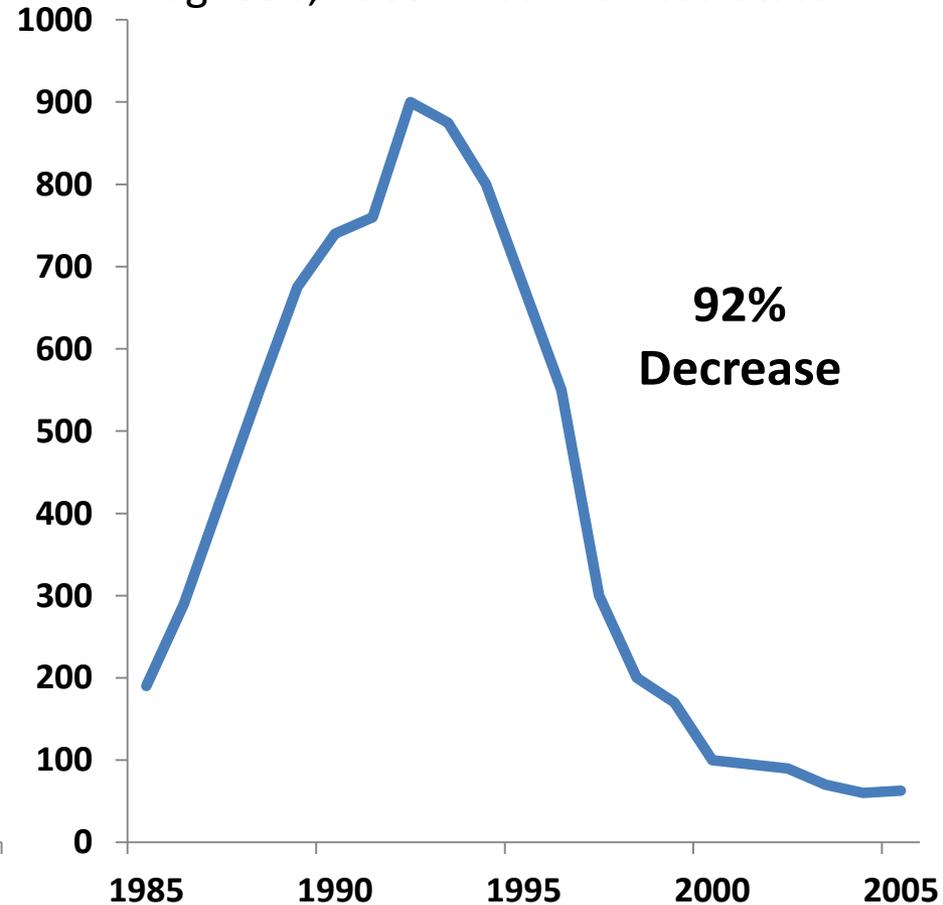
Performance Improvement Council

# Three thoughts to set some context: One - Big, audacious results are possible

Highway Deaths per 100 Million  
Vehicle Miles  
1921-2009



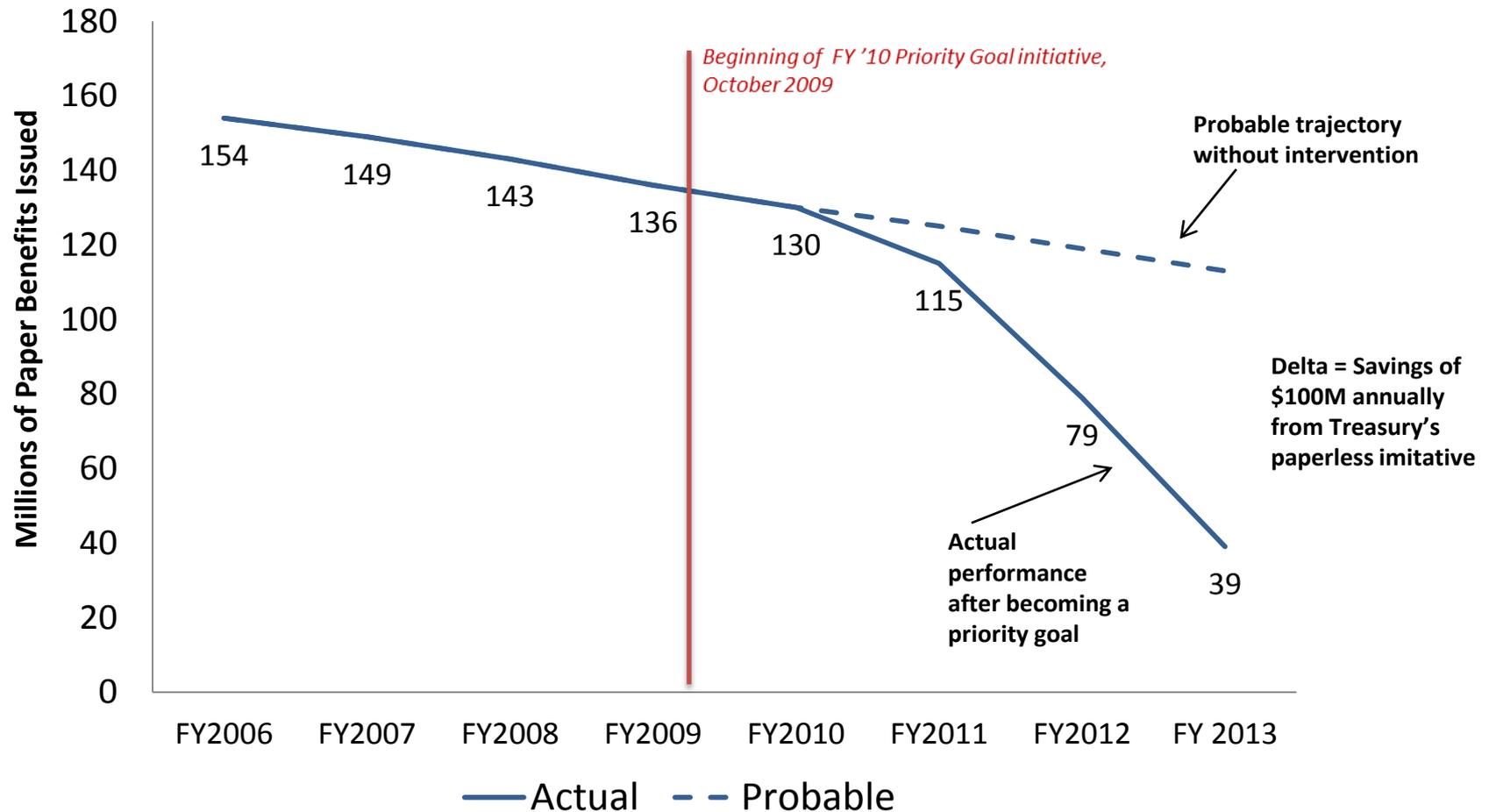
Estimated Number of Perinatally  
Acquired AIDS Cases, by Year of  
Diagnosis, 1985-2005 – United States



# Two – Transformative results don't always take decades to achieve

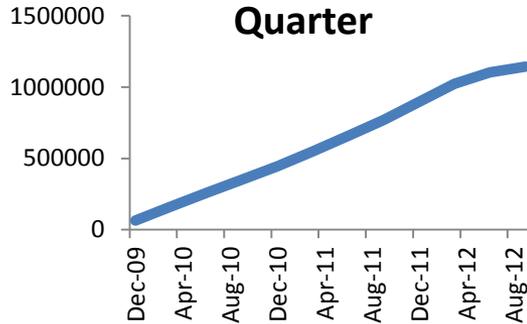
## The power of senior-led, data-driven performance reviews

### Actual Number of Paper Benefit Payments Issued

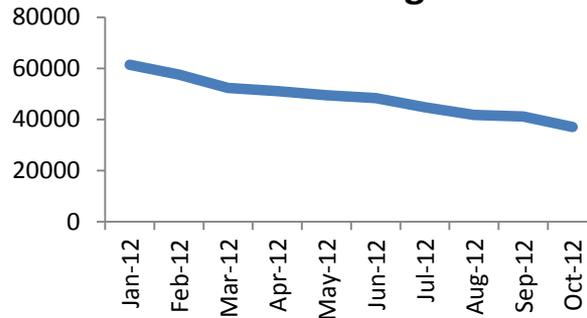


# Three – Progress is never easy, but it is more common than most people think

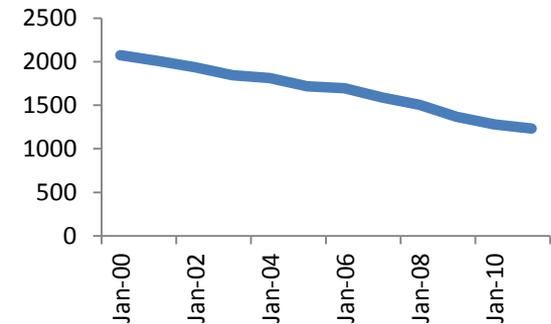
### Number of Homes Weatherized Per Quarter



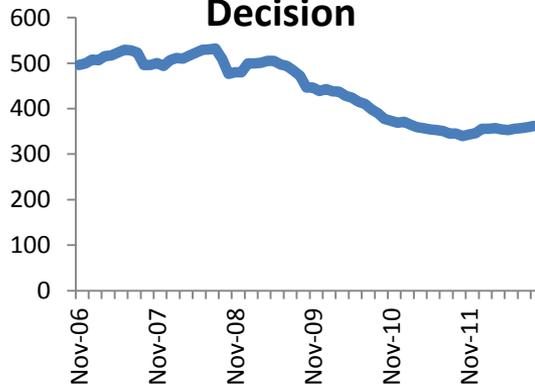
### Claims Outstanding for Federal Retirement Processing



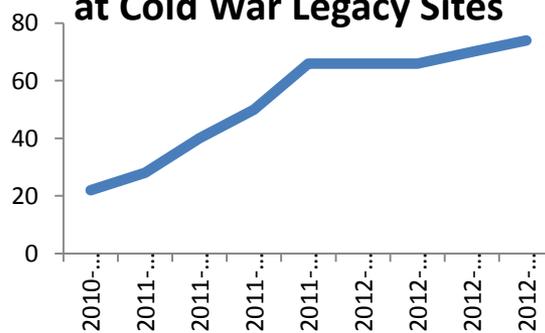
### Annual Per Capita Adult Cigarette Smoking



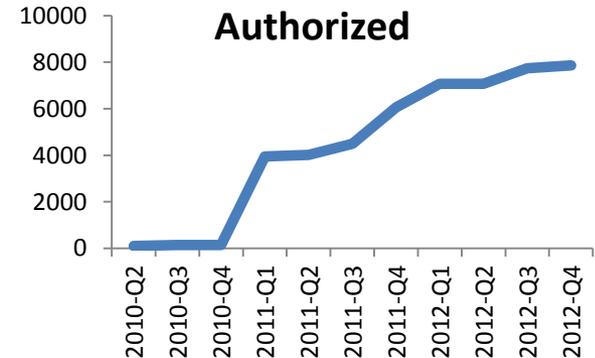
### Average Wait Time from Hearing Request to Decision



### Reduction of Environmental Footprint at Cold War Legacy Sites



### Approved Renewable Energy Capacity Authorized



# GPRRA Modernization and OMB:

## Five areas of emphasis for performance policy

### 1. Clarified Roles and Expectations, with Minimal Prescription

- Roles for OMB Director, COO (usually Deputy), Performance Improvement Officer (PIO), Goal Leaders, Performance Improvement Council (PIC)

### 2. Created a Common Language and Common Timeframe for Performance Management

<u>Goals</u>	<u>Timing</u>	<u>Reviews</u>
1. <b>Federal Cross-Agency Priority (CAP) Goals</b>	Every 4 years	<b>Quarterly reviews</b> by OMB Director/PIC
2. <b>Agency Priority Goals (APGs)</b>	Every 2 years	<b>Quarterly reviews</b> by agency COO/PIO
3. <b>Strategic Goals and Objectives</b>	Every 4 years	<b>Annual strategic reviews</b> by agencies and OMB

### 3. Modernized Performance Reporting

- Established Performance.gov as the central source for performance reporting

### 4. Emphasized Use of Data

- Data driven reviews as a requirement start with a few priorities, then scale out

### 5. Re-Set How OMB Casts its Role as a Contributor to Change

The PIC's modest role in all this

**The PIC advances and expands the practice of performance management and improvement.**

We do this by creating opportunities where government employees working to achieve progress **learn from breakthroughs achieved elsewhere and collaborate to solve complex challenges.**

# What We Do – Three Key PIC Goals



Help Performance Professionals Implement the Federal Government's Performance Framework



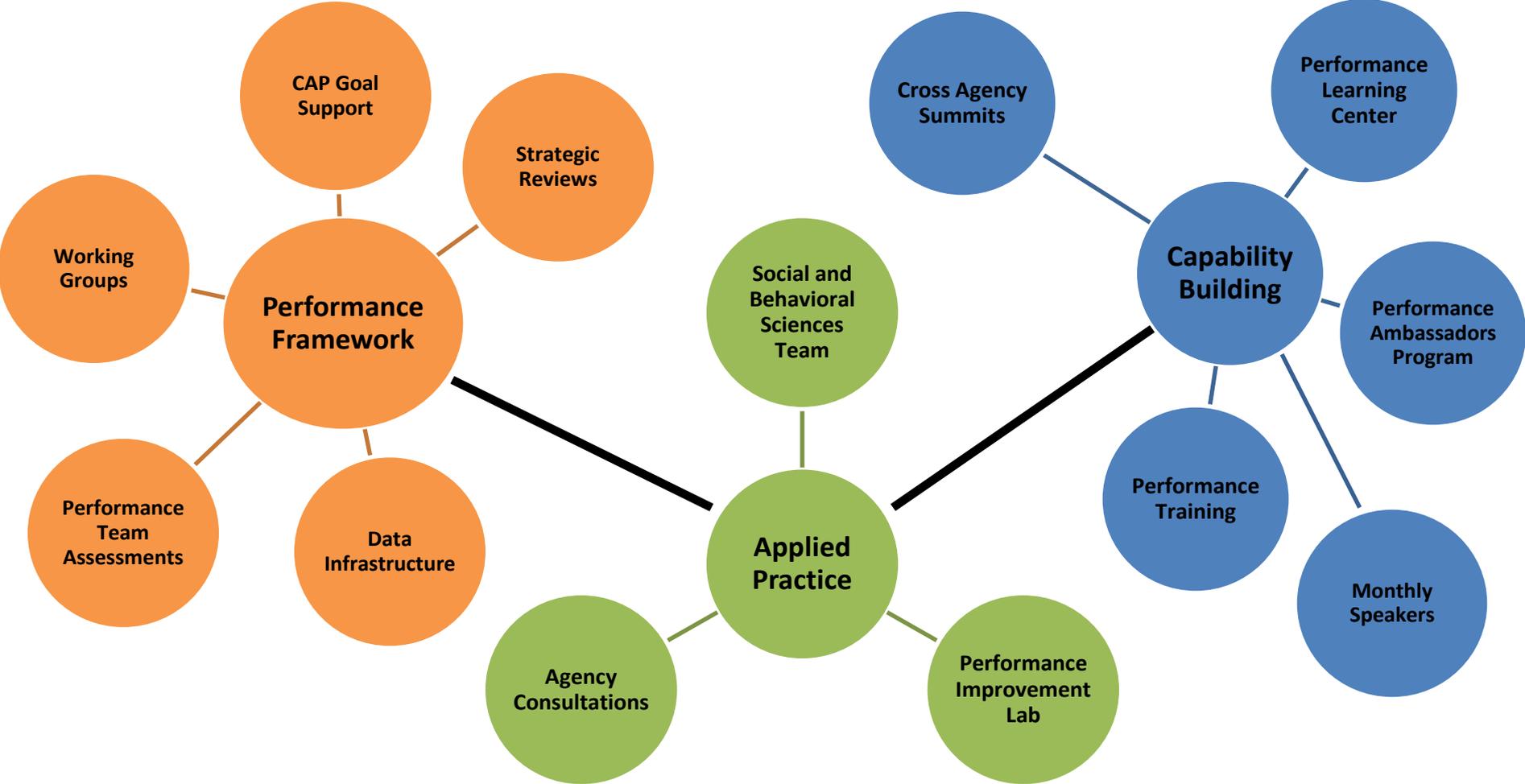
Help Goal Leaders Achieve Results through the Application of Specific Performance Improvement Tools



Help the Broader Performance Community Deepen and Expand Capabilities



# How we deliver on our goals



# Six interesting data points to conclude with

<b>Data</b>	<b>The Question</b>	<b>The Source</b>
<b>83%</b>	Know how their work connects to mission	EVS
<b>82%</b>	Have metrics for their program	GAO Managers Survey
<b>82%</b>	Are familiar with their agency's priority goals	GAO Managers Survey
<b>61%</b>	Say their managers review progress on goals and objectives	EVS
<b>32%</b>	Have easy access to performance information	GAO Managers Survey
<b>31%</b>	Have analytical tools to use performance information	GAO Managers Survey