The Performance Institute

Measuring Up

A Progress Report on the Implementation of Performance Management in Government

In 1993 The Government Performance and Results Act (GPRA) got government focused on RESULTS. Twelve years later… how much has really changed?

A Call to Participate!

The Performance Institute wants to answer a pressing question that all government managers are asking: is the focus on performance management in government leading in RESULTS? Specifically:

- Is government becoming truly performance oriented?
- How are managers overcoming the major challenges of performance management?
- What new tools and guidance do managers need to meet new requirements?
- What issues should new legislation address to keep government performance moving FORWARD?

As a government manager, this is YOUR chance to share your experiences, opinions and ideas about the current state of performance management in government. We will be sharing our study findings with high-level government executives, the OMB and Congress to inform them about what is REALLY happening as government tries to MANAGE FOR RESULTS.

We want to hear from you!

Carl DeMaio
President, The Performance Institute

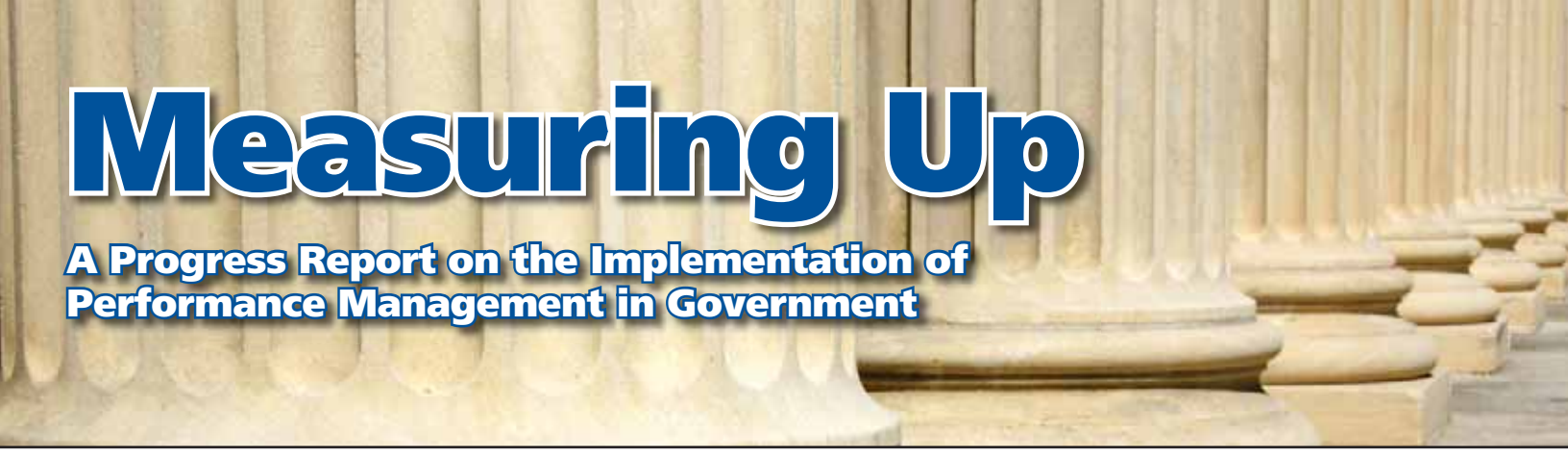
Research that gets RESULTS!

Past research performed by The Performance Institute has had far-reaching impact on the course of performance management in government, including the development of The President's Management Agenda (PMA) as well as the creation of many state and local reform initiatives.

- Implementing and Measuring Innovative Recruitment Strategies in Government
- Creating a Performance-Based Electronic Government
- Citizens' Budget: A 10-point Plan to Balance the California Budget and Protect Quality of Life Priorities
- Stewards of a Changing Planet

To download and read these publications and others visit: www.PerformanceWeb.org/Research

To Participate:
Contact David Perkins, Director of Research, by phone at (703) 894-0481 x241 or by email at Perkins@PerformanceWeb.org.



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The Performance Institute's 8 Critical Factors for Effective Performance Management

For the study, The Performance Institute will be investigating the eight critical success factors necessary for an effective performance management system:

1. **Alignment of Mission and Strategy**
   Are your agency's activities aligned with its mission?
2. **Development of Performance Measures**
   Do your measures measure the right things?
3. **Data Collection**
   Do you have the data to prove performance?
4. **Data Integrity**
   Is your data clean, accurate, and timely?
5. **Performance Reporting**
   Are your performance reports clear and informative?
6. **Improving Evaluation**
   Do you continuously improve your performance measurement processes?
7. **Performance Integration**
   Does your performance measurement look beyond functional silos?
8. **Performance-Driven Decision-Making**
   Are decisions and budgets based on performance?

Participate!

Participating in our study will take less than one hour of your time. A PI representative will visit you at your office and conduct a 30 to 45 minute interview on the Eight Critical Factors of Performance Management.

What we would like to learn from you….

- Your Experiences – what activities do you perform to improve agency performance? What works well? What doesn't?
- Your Challenges – what hurdles do you face every day as you try improve performance and prove results?
- The Impact – has performance management affected the way government works?
- The Future – what would you like to see happen to help you manage for performance?

Your input for this study will be kept strictly confidential!
At no time will your name be associated with this study or its findings. Your name or any other personal information about you will never be given out to any other party.

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About The Performance Institute
The Performance Institute is a private, non-partisan think tank seeking to improve government performance through the principles of performance, competition, accountability, and transparency. Based in Washington, D.C. and San Diego, the Performance Institute serves as the nation's leading authority and repository on performance-based management practices for all levels of government.

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