

Performance Management Framework

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Introduction

- **What is the Performance Management Framework (PMF)?**
 - Underlying basis
 - Change in management approach

Performance Measurement is the future!

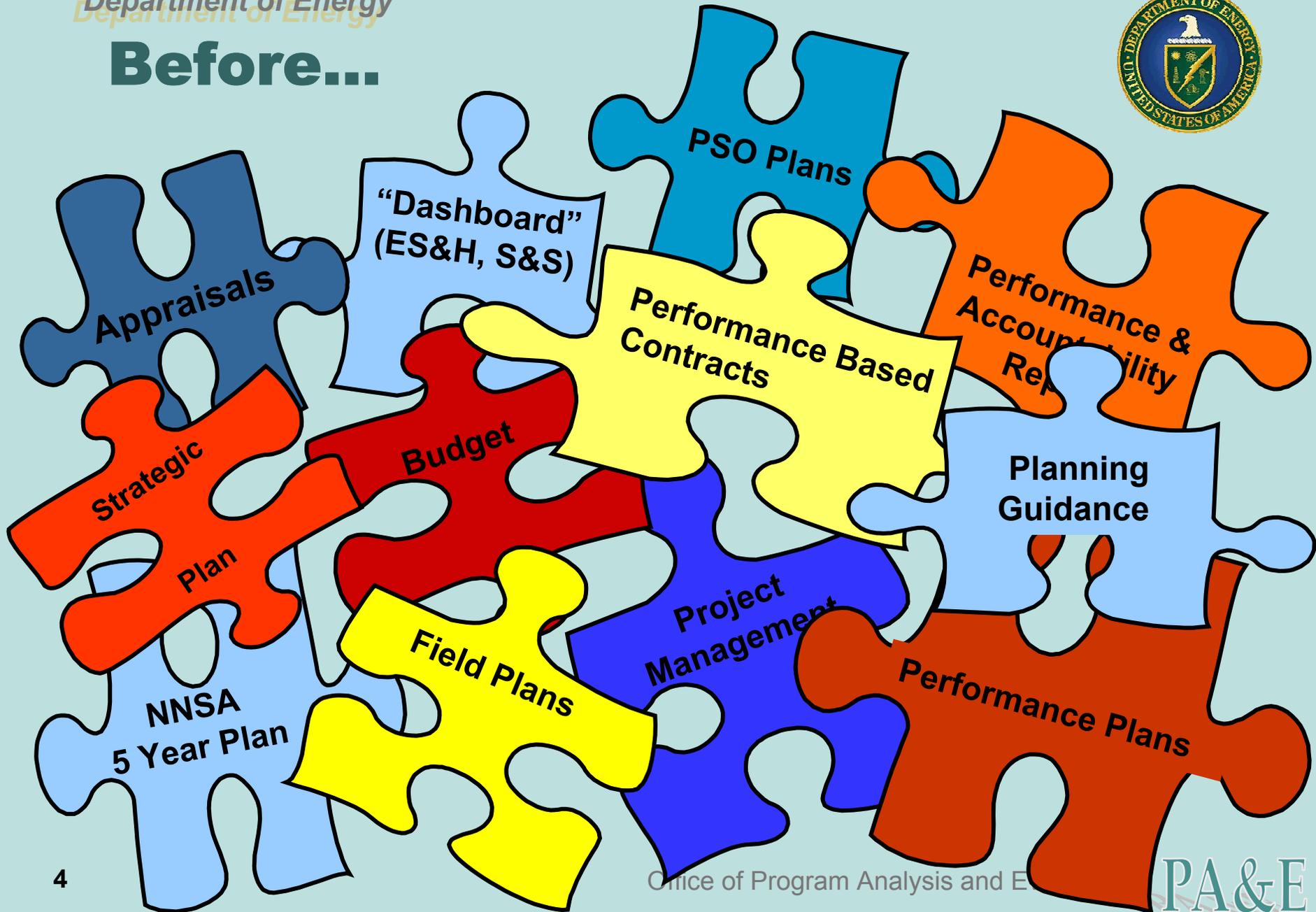


Background

- **Government Performance Results Act (GPRA)**
- **National Performance Review (NPR)**
- **President's Management Agenda (PMA)**

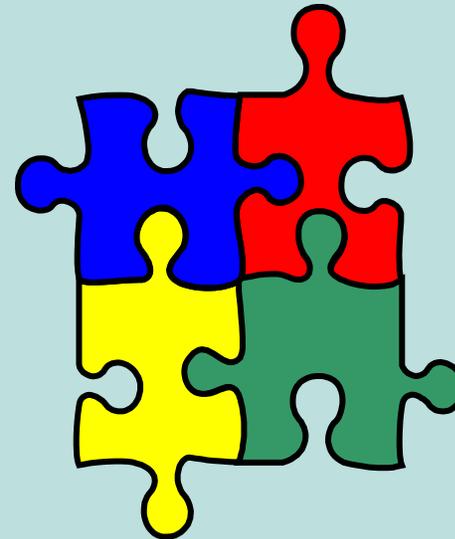


Before...





After...



- Strategic Plan**
NNSA 5 Year Plan
Program Plans
PSO Plans
Field Plans
Project Management
Planning Guidance/Senior Leadership Conference
Budget/Annual Performance Plan
Performance Based Contracts
Quarterly Report "Dashboard"
Appraisals
Performance & Accountability Report
- 



Performance Management Framework





Performance Management Framework

Strategic Plan

Goals and Objectives

- Seven general goals
 - 3 for defense; 1 energy; 1 science; and 2 environment
- Strategies for achieving the goals
- External factors that could affect our ability to achieve the goals
- 65 key intermediate objectives

Program Plan

Objectives and Performance Targets

- Fills the gap between the Strategic Plan and the performance budget
- Informs the budget and decision-making processes
- Serves as one of the primary supporting documents for management reviews (i.e., PART) and audits.

Performance Budget

Goals and Performance Targets

- Budget and Annual Performance Plan as one document
- Funding request substantiated by associated performance targets

Performance Standards

Federal and Contractor

- Performance targets in the budget appear in the performance plan of appropriate federal staff and management
- Contractor annual plans and award fee determinations reflect performance goal requirements



Program Plans Populate Budget

Sample Budget Template

Program Name

Position Title of Program Manager

DOE Strategic Plan General Goal

Mission Statement and Program Goal

Objectives and Performance Targets

Program Evaluation

Key External Factors

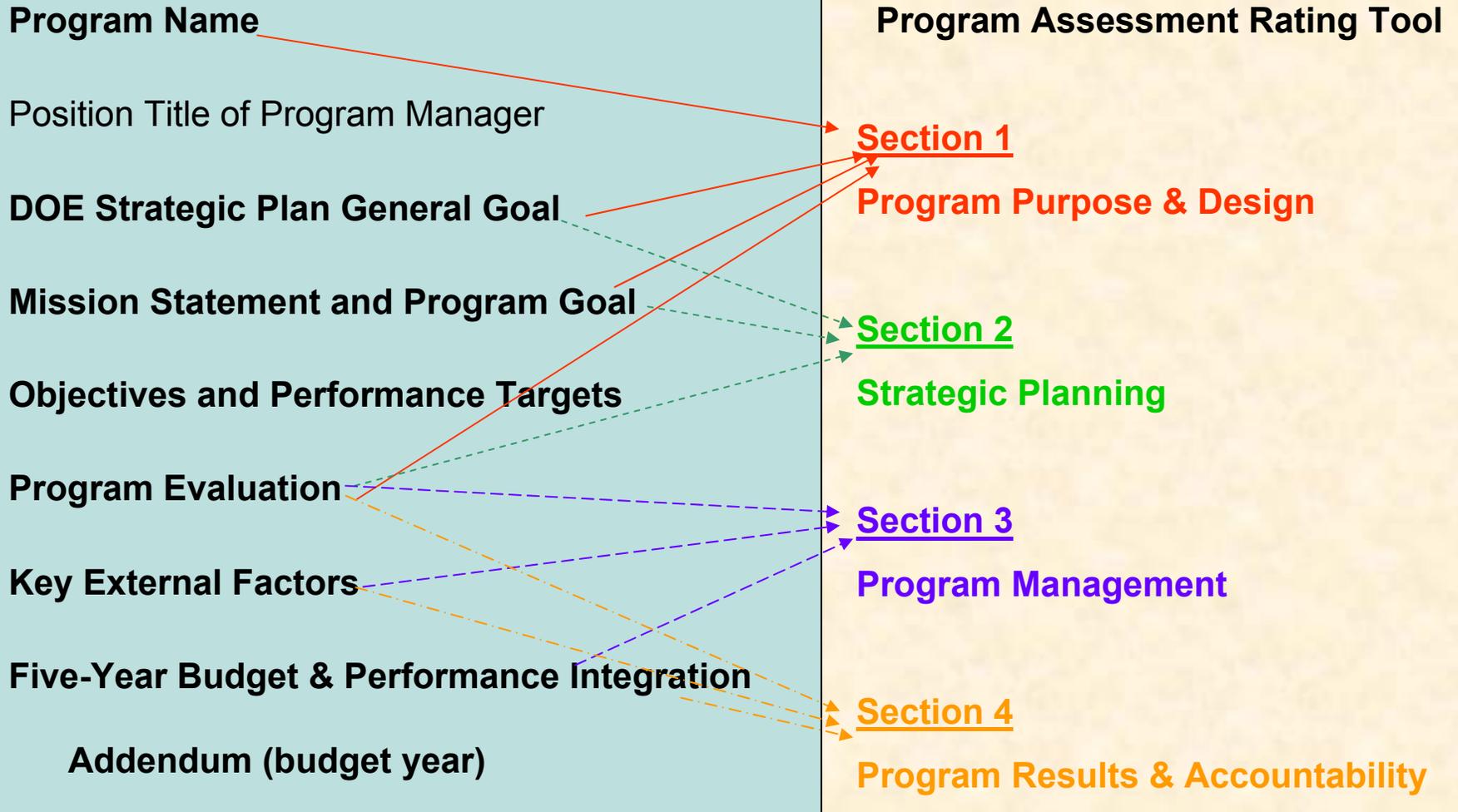
Five-Year Budget & Performance Integration

Addendum (budget year)

- **Funding Profile**
- ▶ **Program Name**
- ▶ **Program Mission**
- **Program Assessment Rating Tool**
- ▶ **Means and Strategies (external factors, collaboration)**
- ▶ **General Goal(s)**
 - **Program Goal**
 - **Contribution to Program Goal**
 - **Annual Performance Results and Targets**
- ▶ **Validation and Verification**
- **Funding by General and Program Goal**
- **Funding Schedule (only for programs that have subprograms)**
- **Subprogram Mission (only for programs that have subprograms)**
- **Detailed Program Justification**
- **Explanation of Funding Changes**
- **Capital Operating Expenses and Construction Summary**
 - **Capital Operating Expenses**
 - **Construction Projects**
 - **Major Items of Equipment**
 - **Project Data Sheets**
- **Program Direction**



Program Plans Substantiate PART



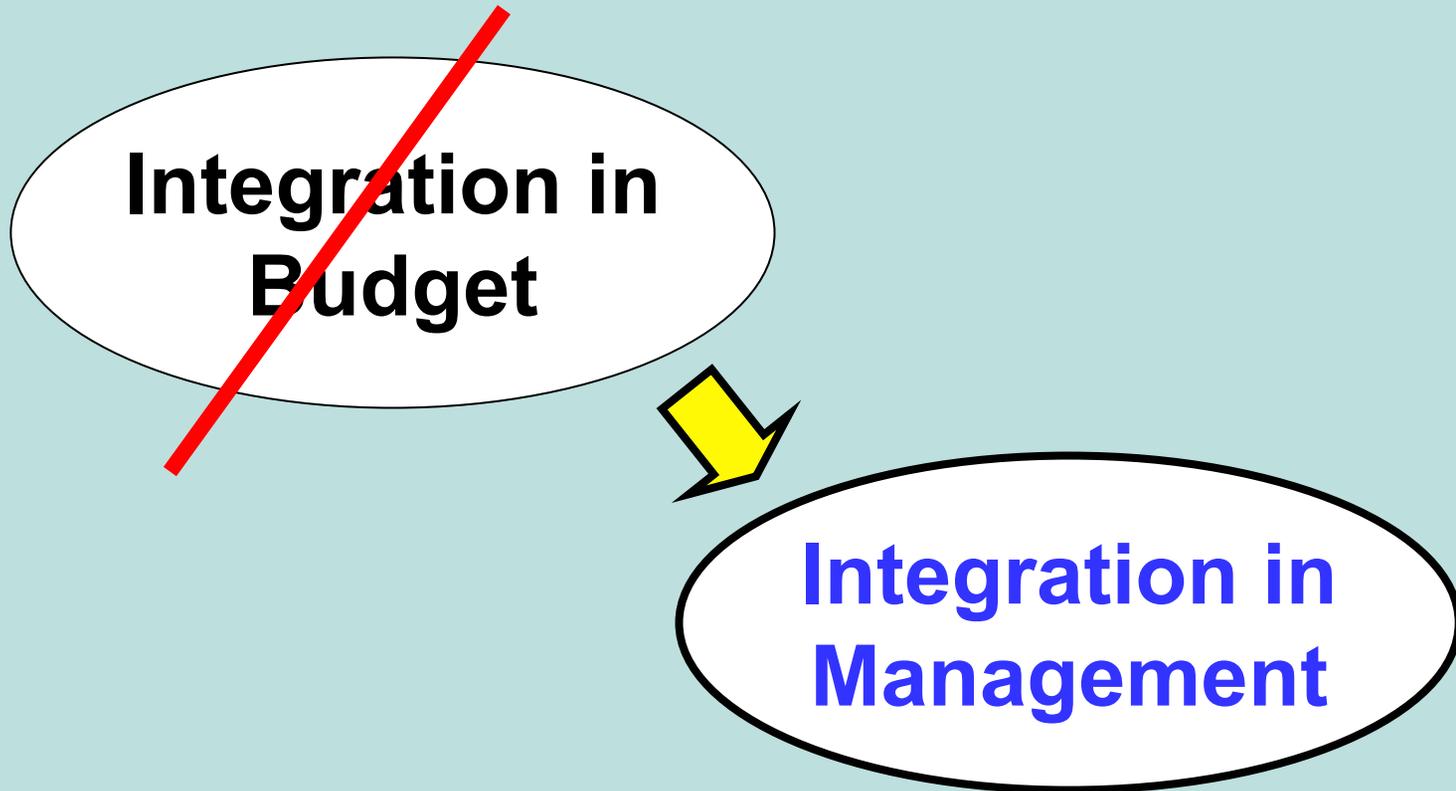


Budget-Performance Integration

- **The Department's FY 2005 Congressional budget submission contained program performance information.**
- **The purpose of a performance budget is to help senior leaders make informed funding decisions.**
- **IT Systems like I-MANAGE and Joule help organize performance data in a meaningful way.**
 - **The challenge is to effectively structure performance contracts to focus on mission need, rather than on activity.**
 - **Human Capital is essential in keeping track of how the Department's 15,000 federal staff are contributing to the Department's mission.**



Approach





Human Capital

- **Work Force Plans**
 - Correct skill mix
 - FTE requirement
 - Managed intake program
- **DOE – A Performance Based Organization**
 - Linkage to mission accomplishment
 - Consequences associated with performance
 - Intelligent application



Human Capital Actions

- **Coordination between Human Capital, Diversity, and Budget Staff**
- **Knowledge of the program's supported:**
 - **Mission**
 - **Goals, Objectives, and Targets**
 - **Plans for accomplishment**
- **Raising the level of how to measure (Improving managers' skill sets)**
- **Consequences are not only an annual event**
 - **Immediate rewards and improvements**



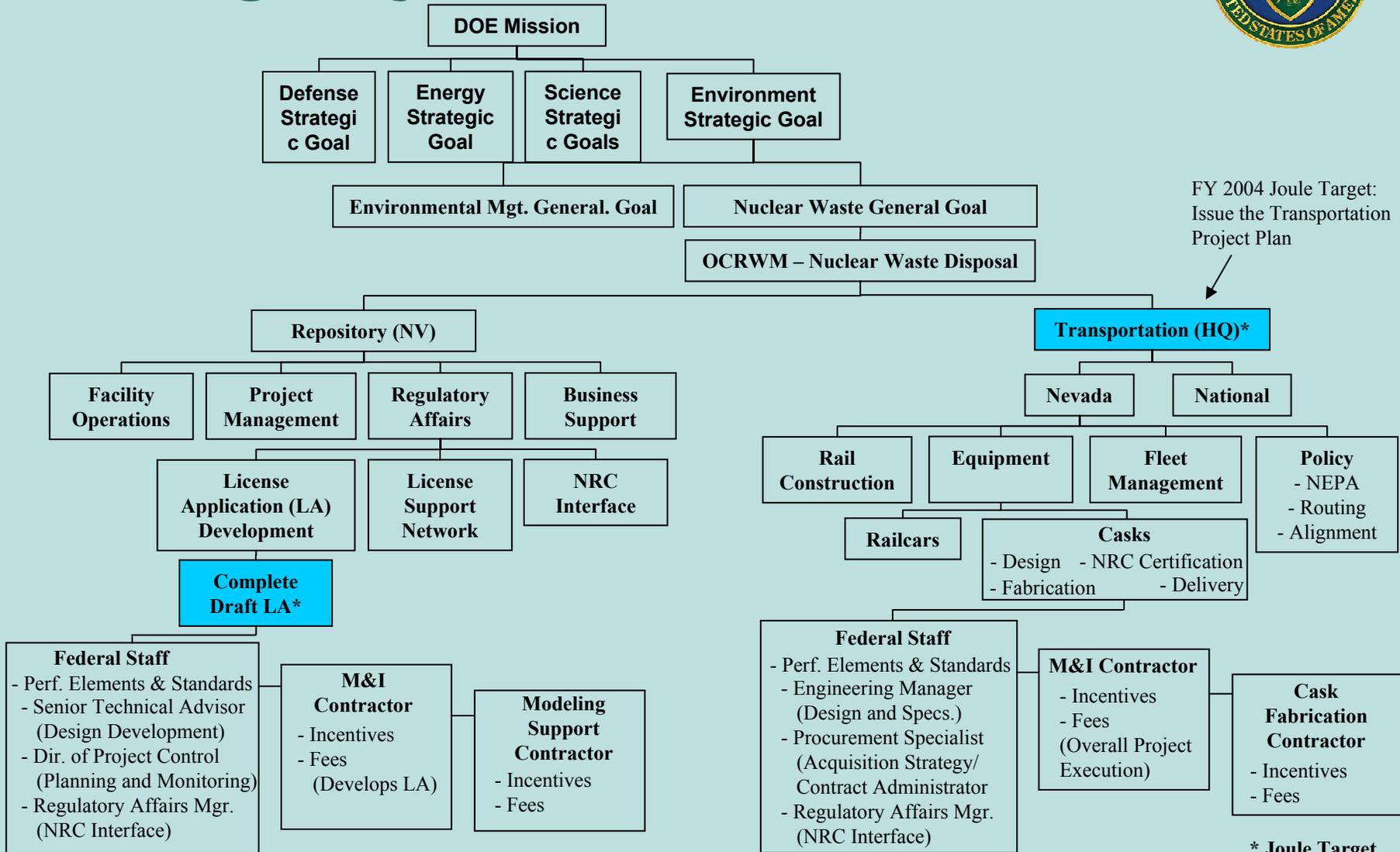
Performance Management...

Supporting the Mission
of the Department





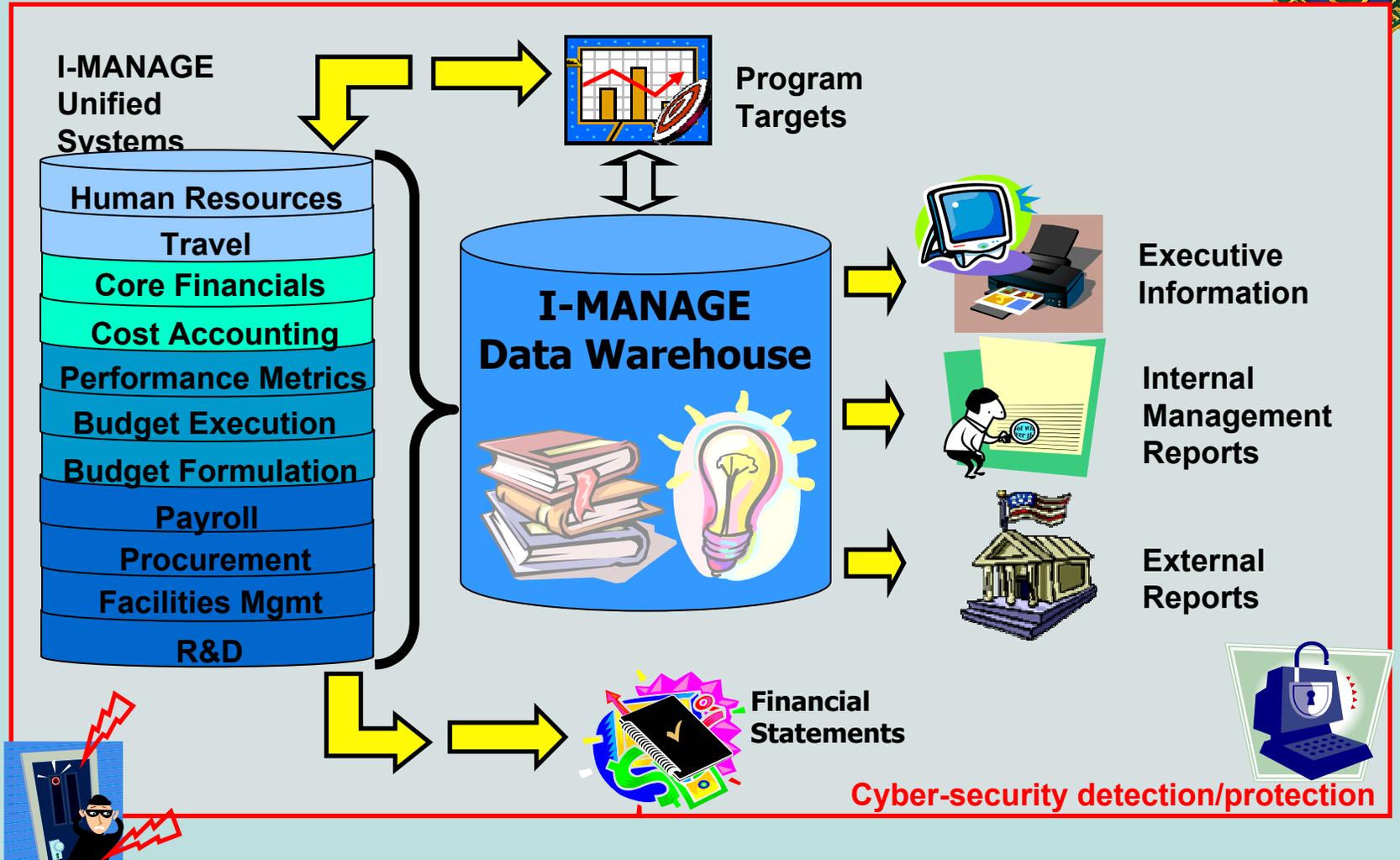
Linking Project Activities to Mission



FY 2004 Joule Target:
Issue the Transportation
Project Plan



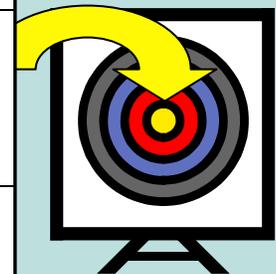
Implementing I-MANAGE



What's Next?



ELEMENT	2002	2003	2004	2005
Financial Execution		Voluntary PAR Acceleration	Mandatory PAR Acceleration	
		B&R tied to Goals	B&Rs moving toward targets	B&R increase target alignment
Performance Measurement	GPRA - PMA Solomon	Joule	Joule Expanded	Joule/I-MANAGE
Measurement	PART	Refine PART	All GPRA Units	Rolling 2 year updates
	Effectiveness	Refine Efficiency	Refine "Dash Board"	
Planning		Strategic Plan	Program Plans	Strategic Plan
Budget	PBDs/PBMs	Performance Budget and APP Integration		
Performance Appraisals	New SES System	Expanded to Supervisors and Managers	Expand to all GS/ New SES legislation	Pay & Bonus tied to performance
Reporting	Solomon - semi annual	CQPR - Quarterly & Project Mgmt - Monthly	CQPR - Quarterly Refined	Expanded QCPR with financial, "dash board", facilities
Contracts	Performance Based		Expanded Competitions and Perf ties	Refinement





In Conclusion

- **The Performance Management Framework is a total system**
- **Human Capital and diversity are integral parts**
- **Human Capital and diversity specialists must lead the change**
- **PA&E is a partner**