

State of California  
Training Officer Meeting  
January 19, 2010



# Performance Management Workgroup

**Strengthening the Link Between Individual &  
Organizational Performance**



# We're Here to Help!

## Work Group members

- Dave Galanti, Parks and Recreation  
(co-lead)
- John Goldberg, Mental Health  
(co-lead)
- Suzanne Cihler, CPS
- Travis McCann, CDCR
- Joan Strohauer, DPA
- Jodi Traversaro, DPA

## Our Goal

*Identify or develop resources and tools to offer departments to strengthen the tie between individual and organizational performance management*



# Deliverables

- Develop a scorecard for departments to use to assess how well they are doing on aligning individual and organizational performance management and to identify areas needed for improvement.
- Develop an on-line training module on “How To Develop An IDP”
- Draft the outline of a performance management website to put on the HR Mod homepage.



# Scorecard

Based on Government Accounting Office publication and the U.S. Office of Personnel Management's Resource Center:

Human Capital Assessment and  
Accountability Framework

[http://www.opm.gov/hcaaf\\_resource\\_center/](http://www.opm.gov/hcaaf_resource_center/)



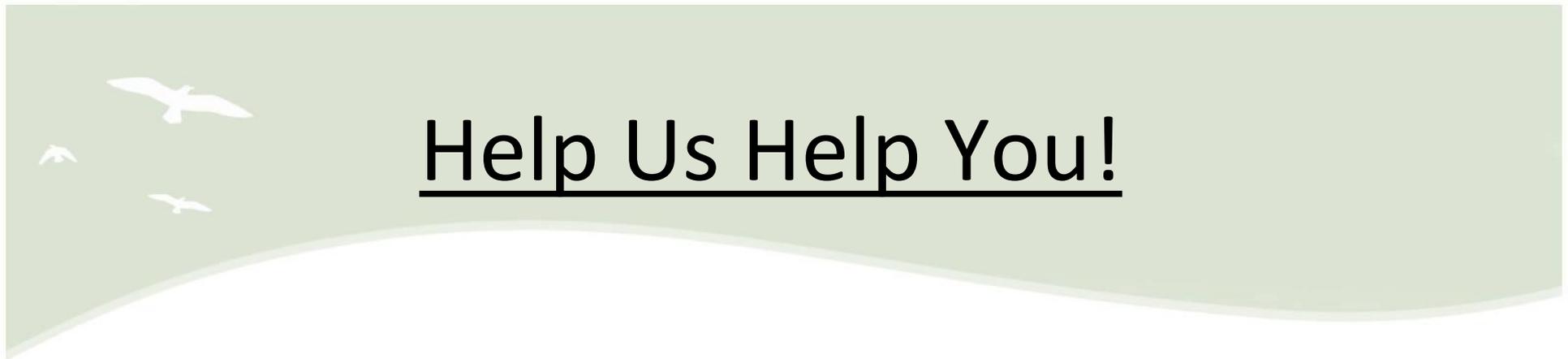
# Five-part Framework

- Strategic Alignment: planning and goal setting, align human capital strategies with vision and goals
- Leadership and knowledge management: committed leadership teams
- Results-oriented performance culture: empower and motivate while ensuring accountability and fairness
- Talent Management: recruit, hire, develop, retain employees
- Accountability: evaluating results

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# Next steps

- Develop scorecard and instructions on how departments might use it
- Share with departments
- Develop tools to help with developing IDPs
- Draft a performance management website

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# Help Us Help You!

*What types of tools could DPA provide that would help **you** train your personnel on performance linkage issues?*



# Help Us Out!

- Let us know what you're doing in the area of performance management
- **Come join our small but dedicated team!**



# A Final Thought

*“The time is always right to do what is right.”*

*-- Martin Luther King, Jr.*