

Report to Congressional Subcommittees

September 2002

RESULTS-ORIENTED CULTURES

Using Balanced Expectations to Manage Senior Executive Performance



Results Oriented Cultures Using Balanced Expectations To Manage Senior Exec

Lei Huang

Results Oriented Cultures Using Balanced Expectations To Manage Senior Exec:

Results-Oriented Cultures J. Christopher Mihm,2003-07 Executive performance mgmt systems link individual performance to organizational goals In Oct 2000 the OPM amended regulations to require agencies to link senior exec performance SEP with organizational goals to appraise SEP by balancing organizational results with customer satisfaction employee perspective and other areas and to use performance results as a basis for pay awards and other personnel decisions Agencies were to establish these performance mgmt systems by their 2001 SEP appraisal cycles This report studied the BLM s FHA s IRS s and VA s use of balanced expectations to manage SEP in order to identify initial approaches that may be helpful to other agencies in holding SEP accountable for results Results-oriented Cultures United States. General Accounting Office,2002 Month in Review ...,2002 Transforming the Defense Department United States. Congress. House. Committee on Government Reform. Subcommittee on Civil Service and Agency Organization,2003

Human capital senior executive performance management can be significantly strengthened to achieve results: report to congressional requesters. ,2004 **Building the 21st Century Federal Workforce** United States. Congress. Senate. Committee on Governmental Affairs. Subcommittee on Oversight of Government Management, the Federal The Human Capital Challenge United States. Congress. Senate. Workforce, and the District of Columbia, 2005 Committee on Governmental Affairs. Subcommittee on Oversight of Government Management, the Federal Workforce, and the District of Columbia, 2003 Results oriented cultures insights for U.S. agencies from other countries' performance management initiatives. ,2002 Strategic human capital management is a high risk area that threatens the federal government's ability to effectively serve Americans An essential element to developing and managing the human capital needed to achieve organizational results is the link between individual performance and organizational goals Performance management systems provide one way to make this link Governments and agencies in Australia Canada New Zealand and the United Kingdom have used their performance management systems to connect employee performance with organizational success to help foster a results oriented organizational culture Creating such a culture is one cornerstone identified in GAO s model of strategic human capital management GAO initiated this study to identify how selected agencies are strategically using their performance management systems GAO talked with key human capital decision makers from each country including national audit offices central management and human capital agencies and line agencies as well as What They Didn't Tell You About Knowledge Management Jay representatives of employee associations Liebowitz, 2006-05-04 There are a myriad of books that have been published on knowledge management However very few of these books give the practical know how of what truly is needed in the information professional manager s mind How to make the decision whether knowledge management is right for you How to explain the pros and cons of the various knowledge management alternatives solutions How to determine which knowledge management solution if any is the best fit

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