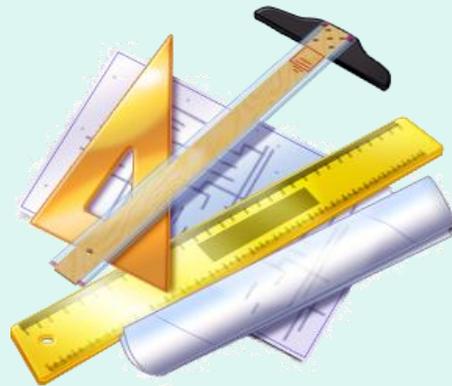


Employee Performance Management Workgroup



Presentation to the
National Council on Federal Labor-Management Relations
July 20, 2011

Progress

- Workgroup met on July 13, 2011, to discuss progress of the three subgroups:
 - 1) Leadership and Culture
 - 2) Employee and Supervisor Engagement
 - 3) Training and Development Needs of Employees/Supervisors

Leadership and Culture

- Engaged in weekly meetings since June;
- Developed framework document to identify key principles, features, cross-cutting subgroup issues and opportunities, and subsequent recommendations;

Leadership and Culture

- Created three focus teams concentrated on significant principles:
 - Priorities
 - Challenges and how to overcome them;
 - Recruiting, selecting and training front-line managers;
 - Sustainable accountability across all leadership levels.

Employee and Supervisor Engagement

- Multiple meetings since June;
- Discussion revolving around 5 key points:
 - Emphasizing clarity of expectations;
 - Encouraging ongoing, informal feedback;
 - Providing training for managers and employees in giving, receiving, requesting and using feedback;
 - Establishing tools for developing a culture recognizing the importance of consistent, ongoing feedback;
 - Implementing team performance evaluation system and team/individual feedback process.

Training and Development

- Began meetings in early July;
- Discussions highlighting:
 - Technical aspects of training;
 - Soft skills and related “human” issues;
- Identifying performance management training inventory;
- Collecting examples of training in use by “Best Places To Work” agencies;
- Working with Chief Learning Officers’ Council on training/development.

Schedule

- **From July – September 2, 2011:**
 - Subgroups will continue to meet weekly
 - Full workgroup meets every other week
 - ❖ Sept: 2-9: Full workgroup will discuss subgroup products
 - ❖ Sept. 9: Consensus on final product
 - ❖ Sept. 9-21: Vetting
 - ❖ Sept. 21: Report recommendations to the National Council