

# Integrating Performance Management and Program Evaluation

Integrating Performance Management and Program Evaluation will enable senior leaders and evaluation staff members in US federal agencies to enhance organizational performance by developing and implementing an integrated, strategy-driven, and decision-oriented evidence-building program.



## Course Specifications

### CPE Credits

16

### Training Format

Virtual-Live

### Preparation

None

### Modules

8



## Course Objectives

With the Integrating Performance Management and Program Evaluation Course, **attendees will get practical tools and techniques for integrating evaluation processes with strategic planning and performance measurement** processes that will lead to enhanced synergies and increased performance at the agency, sub-agency, and cross-agency levels.

- **Understand the purpose and requirements** of the Evidence Act of 2018 and the GPRA Modernization Act of 2010.
- **Integrate program evaluation with strategic planning** and performance measurement routines for strategic impact.
- **Identify enablers of and obstacles to a successful performance measurement and management program**, including best practices for partnering and for internally and externally reporting performance information
- **Implement Performance measurement and management resources**, Evidence-building resources, data sources, and techniques

INTENDED FOR

Leaders, key stakeholders, and project teams

Developing quality performance measures is more than tracking expenditures and project timing.



## Agenda

### ■ MODULE 1

#### Setting the Stage

- Understanding the fundamentals
- How to achieve Synergy

### ■ MODULE 2

#### What is Strategic Planning?

- Identify the three components of the agency-level strategic planning
- Benefits that strategic planning can provide
- Best practices that can enhance the impact of strategic planning

### ■ MODULE 3

#### What is Performance Review and Reporting?

- Performance measurement can serve two purposes: internal managerial purposes and external accountability purposes
- Internal performance reviews allow program staff to drive results.
- Changes in Attitudes, Behaviors, or Conditions to Achieve End Outcomes
- External performance reports allow program staff to disclose results

### ■ MODULE 4

#### What is Program Evaluation?

- Reasons to conduct evaluations
- Identify the types of evaluations
- Benefits of learning agendas



## Agenda

### ■ MODULE 5

#### Integration: The Federal Performance Framework

- The federal performance framework
- How federal performance management has developed over a century
- What can agencies expect from the integration of traditional performance management and program evaluation activities?

### ■ MODULE 6

#### Enhancing Performance Management with Evaluation Findings

- Inserting findings into decision-making routines
- Performance management activities that leverage program evaluation findings
- Integrating opportunities

### ■ MODULE 7

#### Enhancing Program Evaluation with Performance Information

- Enhance program evaluation with the outputs from performance management
- The performance manager's challenge: demonstrating return on investment for measurement
- Integration opportunities during evaluation planning

### ■ MODULE 8

#### Making Integration Work in Your Agency

- Challenges to integration and practical steps to overcome them
- Steps for integrating leadership
- Steps for developing a culture of performance and evidence
- Integrating opportunities



## Get Certified

### Certified Government Performance Manager (CGPM) Program

The Performance Institute's Certified Government Performance Manager (CGPM) program **provides the skills and tools needed to make you a lead performance management resource for your organization.** Candidates for our standard certificate sit for a brief examination. Candidates for our advanced certificate complete a capstone project—a real-world project from your agency that you can use to apply concepts, **knowledge and skills from your courses and receive expert feedback from a staff member of The Performance Institute.**

Upon completion of certification, **you will gain both professional distinction and academic credit.** The Performance Institute is accredited through the National Association of State Boards of Accountancy (NASBA).

**For more information about the CGPM program,** or for help customizing CGPM certification to suit your needs, contact The Performance Institute at **1-877-992-9521.**



## On Site Training

### Bring PI Training and Certification On-site to Your Organization

Bringing PI training in-house for groups of seven to 30 allows you to better utilize your training dollars. The Performance Institute's subject matter experts will work with you and your team to examine your programs and determine your organizations' specific needs. **The identification of real-life examples will create a learning atmosphere that resonates with participants while simultaneously providing an immediate return on your training investment.** Using interactive exercises that employ actual projects or scenarios from your organization, instructors can address specific challenges and align the curriculum of each session to your objectives.

**For more information about bringing PI Training on-site** at your organization, call **1-877-992-9521** or email [info@performanceinstitute.org](mailto:info@performanceinstitute.org)

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Title

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Phone  Email

\* Payment by company check, credit card or SF-182 must be received for all mail registrations no later than 5 business days PRIOR to course date.



### Online

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### Call

Call us and we will assist you through your registration process

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Additional group and individual discounts may be available. Contact us for more information.