

Group Training



Introduction to Performance Management

This course guides practitioners on how to use data and analytics to inform decision-making, set goals and objectives, and develop strategies for improvement.

Course Objectives

- Understand the foundations of performance management and the role of federal mandates and guidance in influencing how we manage and report on performance.
- Develop a framework and process for planning, management, and evaluation that incorporates best practices and meets federal requirements.
- Identify how to connect planning processes to achieve results and align programs and resources for greater impact.
- Agile Performance Management Refine and adjust your performance measures and initiatives to fit changing environments in government

Course Specifications

 CPE Credits 8

 Training Format
Virtual-Live

 Length 1 Day (8hs)

 Modules 8

Group training prices vary based on factors like participants and format. Request a quote to connect with our representative.

Agenda

Module 1 | What Is Performance Management

- High Performance Government Organizations.
- Performance Management Translates Public Policy into Reality and Evaluations The Results To The Taxpayer.
- GPRA, GPRA-MA, Evidence Act, and OMB Guidance Overviews.
- Performance Management to Overcome Obstacles to Culture Change.

Module 2 | Connecting Planning and Organizational Results

- Planning benefits the whole organization.
- Connecting strategic planning and results.
- Planning-results connection checklist.
- Assessment Is Essential to Development.
 - SWOT Analysis.
 - Center Of Gravity.
 - Force Field Analysis.
- Strategy and Why You Need to Plan.
 - Goal Setting.
 - Identify Intermediate Outcomes Measures Informed by Assumptions, Factors.

Course Materials

As a course participant, you will gain access to:

- The program workbook and handouts (if available)
- Two-year access to our training platform, where you'll be able to revisit course materials and presentations
- Early access to whitepapers, videos, webinars, and blogs

Credits

Credits from the following organizations are available by completing this program:



*** Intended for** Change leaders, Project managers, Change management practitioners, Continuous improvement specialists and IT professionals.

- If Your Program Is Successful, What Would You “See”, “Hear”, “Feel”, And “Do”? - Identifying Outcomes

Module 3 | Connecting People, Programs, And Activities

- Building A Results-Oriented Organization.
- Closing The Gap Between Senior Leadership and Operational Manager Outcomes.
- Identify Activity, Outputs, And Metrics Required to Achieve Outcomes.
- Align Resources (Human, Financial, Operational) to Achieve Outcomes Goals (Resource Alignment).
- Outcome Goals and Strategies Cascade to Individual Programs and Activities.
- Means For Evaluating Programs and Activities.
- Partnering for Evidence-Building.
 - Clarifying The Logic of Your Program
 - Adopt An Aggressive Performance Management Agenda
- Organizational Readiness Assessment to Target Barriers to Change and Improvement.

Module 4 | Measuring Performance for Results

- Measuring Performance for Results Selecting.
- Performance Measures Performance.
- Measurement is not about Mandates, it's about Management.
- Performance Measurement is a Culture Shift
- Characteristics of Effective Performance Measurement Systems.

Module 5 | Logic Models to Define Measures

- What is a Logic Model?
- What Does a Logic Model Look Like.
- Evaluating Your Logic Model Identify End.
- Outcomes and Their Measures.
- Separating Activities from Outputs Selecting.
- Performance Measures
 - “SMART” Criteria for Performance Measures
 - Performance Measure Selection Criteria.

Module 6 | Target Setting

- Setting Targets.
- Five Attributes of a Quality Target.
- Ten Devices in Setting Targets.
- Evaluating Your Targets Checklist.

Module 7 | Evaluating Results

- Evaluation and Evidence-Based Analysis in Government.
- Present Policy Guidance Step Framework for Evaluation and Evidence-Based Innovation.



▾ **Module 8 | Communicating Your Performance Story**

- Define Your Audience.
- A Wide-Range of Opportunities for Telling Your Performance Story.
- Key Information About Your Audience.
- Types of Performance Reports.

Program Benefits

✓ **Get your training via Flexible Learning Options**

Explore our performance-focused training and certification paths in virtual-live, on-demand, or in-person settings. No matter your chosen format, engage with peers, join focused sessions, and more.

✓ **Develop a Comprehensive Skill Set for Your Desired Area**

Our programs cover strategy, planning, and execution. With over 20 years in the public sector, we guarantee your team excels in decision-making and gains sector-specific expertise.

✓ **Deliver Efficient Solutions for Your Agency**

Elevate your performance management capabilities to enhance project efficiencies and provide performance-based solutions to citizens.

Bring Performance Institute Training and Certification On-Site to Your Organization

Empower your team with the Certified Government Performance Manager (CGPM) program from The Performance Institute. Gain the expertise to lead performance management initiatives within your organization effectively.

Our program offers two certification options: **a standard certificate with a brief examination and an advanced certificate involving a capstone project. With the advanced certificate, you'll tackle a real-world project from your agency, applying course concepts and receiving expert feedback.**

Upon certification completion, you'll earn both professional distinction and academic credit. The Performance Institute is accredited by the National Association of State Boards of Accountancy (NASBA).

Customize the CGPM program to meet your organization's unique needs. On-site training for groups of seven to 30 ensures optimal utilization of your training budget. Our subject matter experts will collaborate with you to identify specific organizational requirements and tailor the training accordingly.

Interactive exercises based on real-life examples from your organization foster an engaging learning environment while delivering immediate ROI on your training investment. Address specific challenges and align session curricula with your objectives seamlessly.

For more information on bringing Performance Institute Training on-site to your organization, **call 1-877-992-9521 or email info@performanceinstitute.org.**

Performance Institute is registered with NASBA as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have the final authority on course acceptance for CPE credit. Submit complaints regarding registered sponsors to the National Registry of CPE Sponsors via its website: www.learningmarket.org.

How to Register?

Mail

Email us with your registration details

info@performanceinstitute.org

Online

Register online at

www.performanceinstitute.org

Call

Call us and we will assist you through your registration process

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

[1-877-992-9521](tel:1-877-992-9521)

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