

## CONNECTING to performance management

### CONNECT the strategic plan to a performance management system

The purpose of step 6 is for the agency to ensure that the agency's strategic plan is what drives decisions and actions. Agencies can achieve this by connecting the strategic plan with a performance management system (Swiss). What is a performance management system?

A performance management system is a tool for setting results-oriented objectives and then tracking the progress of a program or an organization on a regular short-term basis. (Many systems set annual objectives, and then track performance on either a quarterly or monthly basis).

Unless yearly goals tracked regularly, it is difficult for an organization to achieve them. The primary components of an effective performance management system are:

- Goals or objectives
- Tracking system
- Performance improvement plans

Performance management systems are used to provide incentives for change

Employee behaviors assist management in decision-making.

#### DESIRED outcomes

- Employee behaviors align with the strategic plan
- Decision-making congruent with the strategic plan
- Increased likelihood strategic goal achievement