

Are We Ready to Build Our Performance Management System?

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My next steps to advocate (CONFIDENTIAL)

1. Who are the champions for managing to outcomes in our agency?

Consider board members, senior management, direct service staff, resource development staff.

2. What should the agency look like if we manage to outcomes?

What needs to change? Draft change statement here:

3. Identify costs and benefits to designing and implementing performance management:

Costs:

Benefits:

4. What needs to happen to win key people to this vision? Identify incremental steps and people to be won over.
5. Who can help us build and implement this system? Who may pay for it?
6. What is one simple, strategic, measurable piece of outcomes data about your participants' success that can serve as an example for the system?

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