



Strategic Planning

On-Site Training and Facilitation Services

For more information, visit
www.PerformanceWeb.org

Benefits of On-Site Training

The Performance Institute's proven consulting methodology is the ideal vehicle to ensure that employees receive the maximum impact from your training investment. Our experts will work with you to create a customized learning program that meets your needs and delivers immediate results.

- ✓ **Maximize Your Training Dollars**

As training budgets trend downward, minimize travel expenses and other direct costs by utilizing the Institute's on-site training programs and host at your preferred location.

- ✓ **Apply Concepts Immediately to Your Work**

Draw from your own program challenges by integrating specific examples or projects to use throughout the course.

- ✓ **Craft a Customized Training Solution**

Identify and customize a training solution that meets your unique organizational needs to enhance learning outcomes.

Customer Learning and Professional Services

One of the more popular vehicles for accessing the Institute's educational offerings is the delivery of on-site trainings and management facilitations. Bringing a training or facilitation in-house gives you the opportunity to customize a program that addresses your exact challenges and provides a more personal learning experience, while virtually eliminating travel expenses. Whether you require training for a small group or for an organizational-wide initiative, the advanced learning methods employed by The Performance Institute will create an intimate training atmosphere that maximizes knowledge transfer to enhance the talent within your organization.

We realize that not all obstacles can be overcome by applying an "off-the-shelf solution". While many training providers will offer you some variation of their standard training, The Performance Institute's subject matter experts will work with you and your team to examine your programs and determine your exact areas of need. The identification of real life examples will create a learning atmosphere that resonates with participants while at the same time providing 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. While the majority of on-site trainings are focused on smaller groups, The Performance Institute also has the ability to accommodate organizational-wide training initiatives. Utilizing multiple instructors, The Institute has the capacity to deliver courses to groups of up to 300 participants per day.



Why

The Performance Institute

Called “the leading think tank in performance measurement for government” on OMB’s ExpectMore.gov site, The Performance Institute has been a leader in Performance Management Training and Policy since the 2000 Transition. As part of the Performance Coalition, a group of good government associations, the Institute worked in 2000 to deliver recommendations to the then-new Administration on the Management Agenda. In 2008, the Institute led the Transitions in Governance Project, and provided recommendations for the future of performance management to the Obama Administration.

The Performance Institute has published several research reports regarding performance management Initiatives, and trains over 10,000 government managers a year on performance-based topics. Dedicated to improving citizen services and taxpayer transparency, the Institute uses a best practices foundation to deliver the most effective and tested methodologies for improving performance.

The Performance Institute is dedicated to institutionalizing performance management in government, and can help you drive and deliver excellence to your employees, stakeholders and the taxpayers.

Learn more at
www.PerformanceWeb.org

Strategic Planning

In-House Training &
Facilitation Services

Federal, state and local government agencies are increasingly under pressure to develop long-range strategic plans that chart out organization goals on a multi-year basis. However, strategic planning efforts in government, typically focus on what resources have been allocated for a set of specific activities versus what outcome is required for success. Furthermore, traditional strategic plans and strategic planning processes have delivered beautifully crafted mission and vision statements, detailed lists of goals, objectives and tasks and very few results-oriented actionable plans.

By bringing this course or facilitation on-site to your organization The Performance Institute will help you focus on the activities that matter most to the mission of your organization and how to increase the alignment of resources and programs to achieve results.

Course Objectives

- ✓ Create clearly defined end outcome goals and develop strategies to meet organizational objectives
- ✓ Align your program mission and performance measures for greater results
- ✓ Identify the seven strategic elements for building results-oriented programs
- ✓ Learn how to connect strategic planning efforts with performance results

Key Methodologies Covered

The key methodology used throughout the strategic planning training is the Strategic Management Framework. This Framework is derived from best practices at all levels of government and is in line with GPRA strategic planning criteria and OMB guidance. This is an inclusive methodology that engages key stakeholders and leaders in examining the landscape and then developing a plan that will be meaningful, measureable and used for resource allocation and decision-making.



Course Modules

Module 1: Connect Strategic Planning and Organizational Results

- Discover why traditional strategic planning processes often fall short of delivering results
- Identify the characteristics and requirements of successful strategic plans, planning processes and implementation
- Receive updates on the latest government performance mandates

Module 2: Identify the Seven Strategic Elements of Results Oriented Agencies

- Establish clear linkages to provide a visible chain of evidence to current agency value
- Measure the importance and relative impact of agency strategies
- Clearly communicate agency priorities and goals to all stakeholders

Module 3: Evaluate Strategy and Assess Stakeholder Involvement

- Conduct a SWOT analysis to analyze internal and external factors
- Solicit stakeholder input for your strategic planning process
- Identify all parties impacted by adopting new strategies and define a way to engage stakeholders

Module 4: Develop Results-Oriented Outcomes to Understand Your Program's Mission

- Identify long-term goals
- Align goals to mission and customers values
- Measure the importance and relative impact of agency strategies

Module 5: Design Outcome-Focused Strategies

- Develop results-oriented strategies to achieve outcomes
- Identify effective, efficient strategies aligned to achieve outcomes
- Create long term measurable goals for future success

Module 6: Align Program Activities and Resources

- Evaluate program activities based on strategic objectives
- Allocate resources based on outcome goals
- Eliminate barriers that must be overcome to achieve outcome goals

Module 7: Manage through Measures

- Develop results-oriented strategies to achieve departmental outcomes
- Develop statute-based mission statements and customer focused values
- Assess internal & external factors affecting agency's delivery of outcome

Module 8: Implement and Manage Strategic Plans

- Conduct an organizational readiness assessment to target barriers to change
- Define role for and appoint an external performance advisory panel
- Appoint initiative owners to keep strategic initiatives on track

Benefits of an Effective Strategic Plan

- ✓ Increase goal attainment
- ✓ Ensure effective use of resources
- ✓ Communicate with all stakeholders
- ✓ Set realistic program and project plans
- ✓ Focus on strategic priorities
- ✓ Recruit the right employees

... by bringing this course on-site and developing an outcome orientated strategic plan you will be able to plan, measure and evaluate program results!

Additional On-Site Offerings



Performance Measurement

- Design Effective Performance measures to Implement Your Organization's Goals and Vision
- Develop a Performance Management System in Government to Drive Results
- Link Performance measures to a Variety of Management Processes
- Learn how to Use Organizational Goals and Objectives to Develop Appropriate Performance Measures
- Understand why You Should Measure Performance in Your Agency



Project Management & PMP® Exam Preparation

- Improve Project Planning and Management
- Measure and Report Project Performance
- Reduce Project Failure Rates
- Gain Valuable Tips to help Prepare for the Exam
- Navigate Process Groups and Knowledge Areas of The PMBOK®
- Reduce Project Failure Rates



Workforce Management

- Plan for the Future of Workforce of Your Agency
- Tie Leadership Development, Succession Planning and Workforce Planning to Your Agency's Mission
- Understand the Latest Human Capital Challenges and Mandates
- Provide Continuity of Leadership by Identifying Potential Candidates for Critical Senior Management Positions
- Forecast Skills Gap and Attrition in Management Ranks



Lean Six Sigma

Lean and Six Sigma are often integrated to provide a comprehensive toolset for organizations to solve problems and improve process performance. The different levels of Lean Six Sigma offered are:

- Deployment
- Champion
- White Belt
- Yellow Belt
- Green belt
- Black Belt
- Master Black Belt
- Lean Tools



Administrative Management

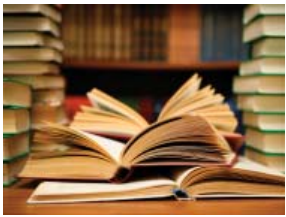
- Build a Professional Development Plan to Advance Your Career
- Utilize Leadership and Team Building Techniques
- Understand How to Manage Conflict and Negotiation
- Implement Techniques to Prioritize Your Workload and Time in a Chaotic Environment
- Learn Strategies for Identifying and Removing Obstacles to Change in Order to be Seen as an Office and Team Leader

Performance Institute Accreditations



For more information, contact Mark Bryan
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The Performance Institute's non-partisan, evidence-based analysis has made it the "go-to" group on government management improvement issues.



Research



National Conferences



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Consulting



The Performance Institute

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