

What are the emerging issues to pay attention to?

There are several new issues and requirements which will involve performance teams across the federal government.

Reform Plan and Workforce Reduction

Agencies are taking a holistic look at their mission, budget, structure, and human capital resources to identify opportunities to improve efficiency. The April 12, 2017 OMB memo, “Comprehensive Plan for Reforming the Federal Government and Reducing the Federal Civilian Workforce,” asks agencies to provide final plans for maximizing employee performance, reform, and the strategic plan in September 2017.

ACTION → Identify which teams are tackling which directives and identify collaboration opportunities. Tie these efforts into ongoing strategic planning efforts.

Agency Strategic Plans

Agencies are developing four year strategic plans aligned to the priorities of the new Administration and agency leadership. An extensive draft of the plan is due in September 2017 with the FY2019 budget.

ACTION → Identify how the strategic plan is progressing and how the reform and workforce reduction proposals are being coordinated to ensure alignment to agency mission and priorities.

President’s Management Agenda

The Administration is developing a “management agenda” that identifies its key management reform priorities and initiatives. A basic framework for the current Administration’s management agenda was laid out in the March 13, 2017 Budget Blueprint and will be developed over the course of 2017, publishing with the FY2019 budget in February 2018.

ACTION → Find out what your agency’s role is or has been in the PMA discussions and how to support these going forward.

Enterprise Risk Management (ERM) Implementation

In order to encourage agencies to define and assess risk at the enterprise, agency level, OMB released guidance in 2016 (via circular A-123) that defined a series of new requirements around agency risk management. The guidance requires that PIOs be involved in the risk management process and recommends that the ERM process aligns with other requirements in GPRAMA.

ACTION → Identify who the agency ERM lead is and how implementation is progressing.

Human Capital/Performance Management Integration

To better align how an agency’s goals and objectives are to be achieved with its human capital resources, agencies are newly required to integrate human capital reporting with GPRAMA reporting requirements. OPM rule 5CFR Part 250, released in December 2016, establishes a Human Capital Framework with the intention for full alignment to occur.

ACTION → Find out the status of implementation at your agency and what coordination looks like with your agency’s Chief Human Capital Officer and their staff.