Overview

The foundation of the federal performance framework consists of *core principles and practices* that program offices across government can use to manage their success. The Performance Improvement Council calls these principles, Performance Principles and Practices, or P3. While all P3 elements are important on their own, when integrated and applied together they can help agencies **achieve goals**, **deliver the right services**, and **build the capabilities** needed to evolve.

P3 Principles

Data Analysis Measurement   Evaluation Planning Goal Setting   Improvement Communication Implementation

The P3 Model & Cultural Principles

P3 also includes performance culture principles which reflect the performance values, habits, incentives, and rewards the organization exhibits in how it views and treats organizational performance.
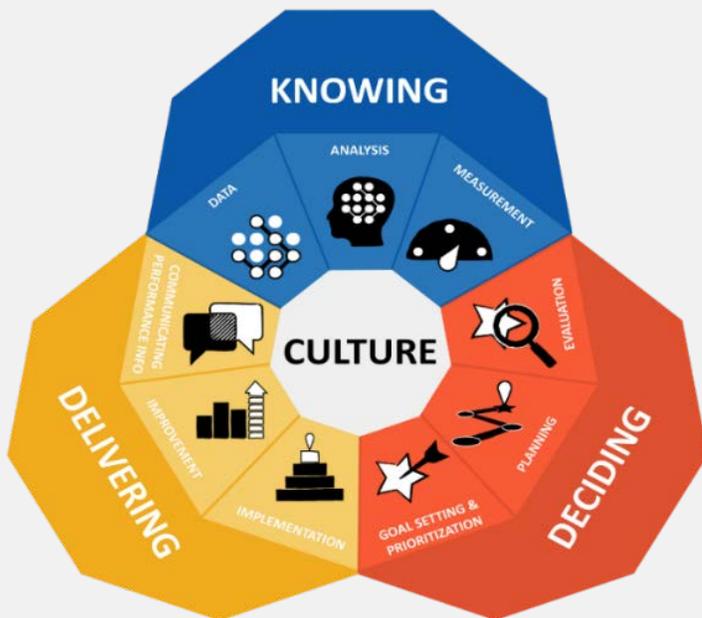
Key Highlights
- Results-oriented candor & transparency
- Healthy attitude towards risk
- Positive ownership & accountability for results
- Stakeholder & customer orientation
- Going beyond compliance

How You Can Use P3

There are no specific rules for how to implement the elements of P3. However, the PIC staff has created various tools that agencies can use to assess and make decisions about their performance management practices and principles:

- Request a facilitated P3 consultation to gain insight into your organization's performance persona
- The consultation is followed by a discussion of where and how to invest additional effort to enhance or alter your activities in key P3 areas
- You can also learn to facilitate the P3 consultation with program offices within your agency so that you can serve as an internal performance consultant to component level agencies or program offices

The Performance Improvement Council (PIC) shares best practices and builds capacity across the federal government to set, plan, and achieve priorities for the American Public. The PIC is supported by the Office of Shared Solutions and Performance Improvement (OSSPI) at the General Services Administration (GSA) and can be reached at picstaff@gsa.gov.