

Performance Based Culture in the Public Sector - What it is, What are the Obstacles, How do we get there?

What it is -

An active management of organizational, managerial, leadership and human resource strategies that are designed to effectively accomplish the organizational mission through the organization's employees.

Key elements include:

- Premium on excellence in performance - desired results and behavior
- Acknowledgement that success of the organization = employee performance
- Strategic outcomes drive the work
- Management commitment to creating conditions and consequences that support and sustain performance

Indicators include:

- High percentage of appraisals completed
- Link between employee's job and organization mission
- Focus on competencies
- Investment in training
- Open sharing of organizational performance measures
- Rewards differentiation between high and low performers

What are the obstacles?

- Resources
- Time
- Culture
- Operating Environment
- Legislative - Elected Official Thinking
- Public Employee Thinking
- Appointed Official Thinking
- Policy Thinking
- Big Picture Thinking

How do we get there?