

**DOT HUMAN CAPITAL IMPLEMENTATION PLAN:  
PERFORMANCE MANAGEMENT**

**PERFORMANCE MANAGEMENT**

**STANDARD 4:** Performance Culture

**CRITICAL SUCCESS FACTOR:** Performance Management. Performance management establishes managerial and individual performance expectations, evaluates results, holds people accountable, and gives performance recognition, all of which is linked to key organizational goals, desired results, and mission.

**MEASURE:** The DOT Performance Management System achieves improvements in leadership accountability; the resolution of poor performance; use of probationary periods; use of recognition and awards; use of performance metrics; and availability of performance-related tools and information.

MILESTONE	TARGET DATE	STATUS <sup>1</sup>	ACTUAL DATE	RESPONSIBLE ENTITY AND POINT OF CONTACT
		●-C   ▽-OT   ●-D		
Create performance management taskforce with broad representation from all components	July 2002	●	July 2002	Steve Gomez, M-13
Prioritize taskforce deliverables in areas of leadership accountability, awards and recognition, poor performance/probation, generic tools, implementation	August 2002	●	August 2002	Steve Gomez and Taskforce
Written Taskforce Mission Statement drafted and accepted	September 2002	●	September 2002	Steve Gomez
Taskforce initial recommendations	November 2002	●	November 2002	Steve Gomez and Taskforce
Review results of 2002 OPM Government-wide survey to assess strengths and weaknesses	March 2003			Steve Gomez and Taskforce
Performance measurement guides/metrics completed	March 2003			Steve Gomez and Taskforce
Develop implementation and evaluation plan to support working groups' recommendations	March 2003			Steve Gomez and Taskforce

<sup>1</sup>Status Code: ● Complete (C)   ▽ On Target (OT)   ● Delayed (D)

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DOT policies, toolkit and guidance completed	July 2003			Steve Gomez and Taskforce
Evaluate implementation of approved recommendations to assess degree of success in meeting Critical Success Factor criteria	July 2004			Steve Gomez and Taskforce

<sup>1</sup>Status Code: ● Complete (C) ▼ On Target (OT) ● Delayed (D)