



UPDATE: Aligning Organizational & Employee Performance

For B&O Spring 2014 Meeting

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Office of Information and Resource Management

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Agenda

- Highlights & Recommendations from September, 2013 Virtual Meeting
 - *Bridging the Gap*
 - *Aligning Plans*
 - *Linking Results*
 - *Agency Collaboration*

- Planned Actions



Bridging the Gap:

Cascading agency strategic plan to performance

RECOMMENDATION

- ⊕ Conduct focus groups with stakeholders at all levels to discuss best ways to cascade goals beyond agency strategic plan.

HIGHLIGHTS

- Bridging the gap requires senior level input and execution.
- In 2013, NSF conducted a pilot where SES plans align with NSF strategic plan and organizational goals.



Aligning Plans:

Relationship between SES & Employee plans

RECOMMENDATION

- ⊕ Consider looking at SES and employee plans as a “system”. Think about how the measures relate.

HIGHLIGHTS

- Sharing SES plans could support transparency across NSF
- Identify ways organizational performance can be measured
- Research/experience shows no one ever gets performance measures right the first time



Linking Results:

Correlation between results (agency & individuals)

RECOMMENDATIONS

- ⊕ Conduct analysis using FEVS data, appraisal ratings and other performance data
- ⊕ Share data Foundation-wide

HIGHLIGHTS

- NSF interested in looking at correlation between FEVS and appraisal ratings
- There is value in looking at data for variations across agency
- Consider ways to improve perception that agency is not addressing performance problems



Agency Collaboration

Agency performance group partnerships

RECOMMENDATION

- Share a synopsis of Quarterly performance reviews to NSF staff (e.g. Weekly Wire)

HIGHLIGHTS

- Benefit to engaging evaluation staff upfront in performance conversations
- Are there ways NSF could engage staff on performance data?



Planned Actions

Developing guidance on employee performance plan linkages to new NSF Strategic Plan:

- Collaboration between HRM & BFA
- Timing: October for GWF and FY15 for SES
- To include focus group input
(RECOMMENDATION)



Planned Actions

Developing plan to conduct analysis, looking at correlations between performance data

- Baseline analysis: FEVS 2013, GWF & SES performance data (RECOMMENDATION)
- FEVS 2014 data analysis to be conducted once FY14 SES ratings are completed



Planned Actions

Discuss with BFA how quarterly performance review data could be shared with NSF

- Possibility: Synopsis shared in Weekly Wire (RECOMMENDATION)



Open Questions & Comments

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