

Towards leaner performance management

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New, leaner performance management

One of the objectives of performance management is to make the process and documentation clear, functional and relevant to the administration. To ensure that this objective is achieved, we have pledged to develop performance management into a clearer and leaner process.

Leaner performance management can be achieved by streamlining the process on the one hand and developing the content on the other. The core of performance management continues to encompass resources and targets and the appropriate balance between these, along with the effectiveness of various activities and societal impact combined with accountability.

How leaner performance management is achieved

Bringing about leaner performance management requires boldness and self-discipline from all those involved. To help you in this task, we have created a recipe for leaner performance management:

Recipe for leaner performance management

Content development:

- 2 measures of boldness, i.e. the courage to choose the most strategic and fundamental areas as performance management targets. The Strato model (Fact Sheets 5 and 6) will help you to choose the right elements to be performance-managed
- 2.5 measures of collaboration and new thinking. The performance management working committee, the performance management network and the coaching programme create the framework and collaboration mechanisms for sharing best practices and a culture of learning

Process and content development:

- 3 measures of shared models. Straightforward performance management tools, such as the four-year cycle, the process model, a leaner performance prism and the shared performance management template
- 1.5 measures of shared targets. The shared targets in the chosen fields form the basis of targets and goals common to everyone

Process development:

- 1 measure of efficient information management. Make broader use of information systems (the performance information system) supporting performance management



Checklist for ministries:

- Be brave in setting targets
- Engage in listening and discussion rather than issuing authoritarian orders
- Focus on the essential; not all basic functions of the agency need to be covered by the performance agreement
- Prepare the performance agreement carefully during the first year and carry out lighter revisions during the following years
- Participate, develop and evolve

Checklist for agencies:

- Boldly discuss and negotiate potential targets
- When you prepare for the performance negotiations, focus not only on what is done, but also on how it is done
- Prepare the performance agreement carefully during the first year and carry out lighter revisions during the following years
- Participate, develop and evolve