

STRATEGIC PLAN

Performance management



INITIATIVE REPORT

Introduction

The department's first strategic plan initiative is **performance management**. The performance management implementation team (PMIT) has been working over the last several months to develop key performance management concepts to implement within the department. The PMIT, made up of Iowa DOT employees, recently presented their report to Management Team.

Definition of performance management

Performance management is simply using information to improve our work.

It supports the Iowa DOT's vision of smarter, simpler, customer driven.

Performance management enhances our ability to **know our work, improve our work, and meet or exceed expectations.**

Key concepts

In order to know and improve our work and meet/exceed expectations we must assure the following.

Vertical alignment: Doing the right things.

Horizontal alignment: Doing things the right way.

To help us achieve vertical and horizontal alignment, we are using a framework called a **Cascading Model (right)**.

Where are we now?

The next step is for the agency's Management Team to identify resources for this effort and select the group or groups who will begin to implement this process.

The implementation team(s) will assist work units in developing and using performance measures.

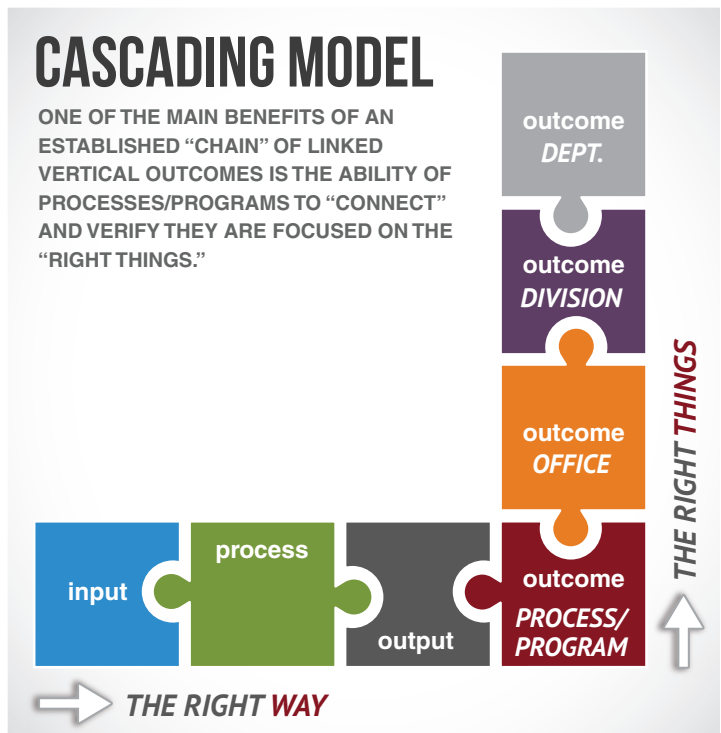
Performance measures will not be developed for each individual, but rather for each work group.

What can I do now?

Although groups will be working to implement performance management for department work units, that doesn't mean you can't start in your area. Remember, performance management is "using information to improve our work." Improvement is really just change with purpose. Look at your work – what you do, how you do it, who you do it for. Talk to co-workers, supervisors, and others. Collect information on what is expected, how well work is going and use it to make changes.

Information and resources: www.iowadot.gov/strategicplan

Iowa DOT employees are encouraged to seek out additional information on performance management and the strategic plan in general. The initial PMIT report and current examples of employees using performance management are available on the strategic plan website: www.iowadot.gov/strategicplan, which also has information on all work being done related to the strategic plan and its initiatives.



2014 STRATEGIC PLAN



HOW THE IOWA DOT OPERATES DAY-TO-DAY

OUR MISSION

Getting you there safely, efficiently, and conveniently.

OUR CORE VALUES

Iowa DOT employees will demonstrate:

- Safety** – put safety first in everything we do.
- Respect** – treat everyone with honor, dignity, and courtesy.
- Integrity** – earn and demonstrate trust through transparent and ethical actions.
- Teamwork** – work together through effective communication, collaboration, and accountability.
- Leadership** – create vision, inspire others, and set an innovative pace for our customers and the transportation industry.

WHERE THE IOWA DOT IS GOING

OUR VISION

Smarter, Simpler, Customer Driven

ONE IOWA DOT TEAM KEY INITIATIVES FOR CHANGE

Initiatives will be worked on one at a time and led by a key initiative team.

Team members will be made up of Iowa DOT staff members who have a unique relationship to the initiative being worked on at that time.

Performance management

Data integration

Portfolio and project management

Organizational communication

Workforce and knowledge management

Visit: www.iowadot.gov/strategicplan

TO LEARN MORE ABOUT THE STRATEGIC PLAN AND PROGRESS OF KEY INITIATIVES