

Putting the Pieces Together to Manage Performance



Michigan Public Health Association
Community Webinar Series
May 1, 2014

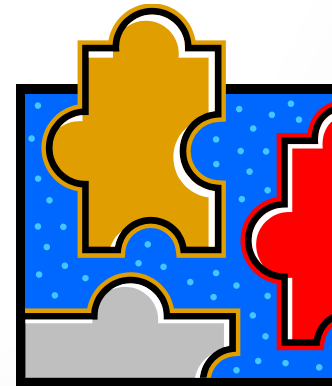
Objectives



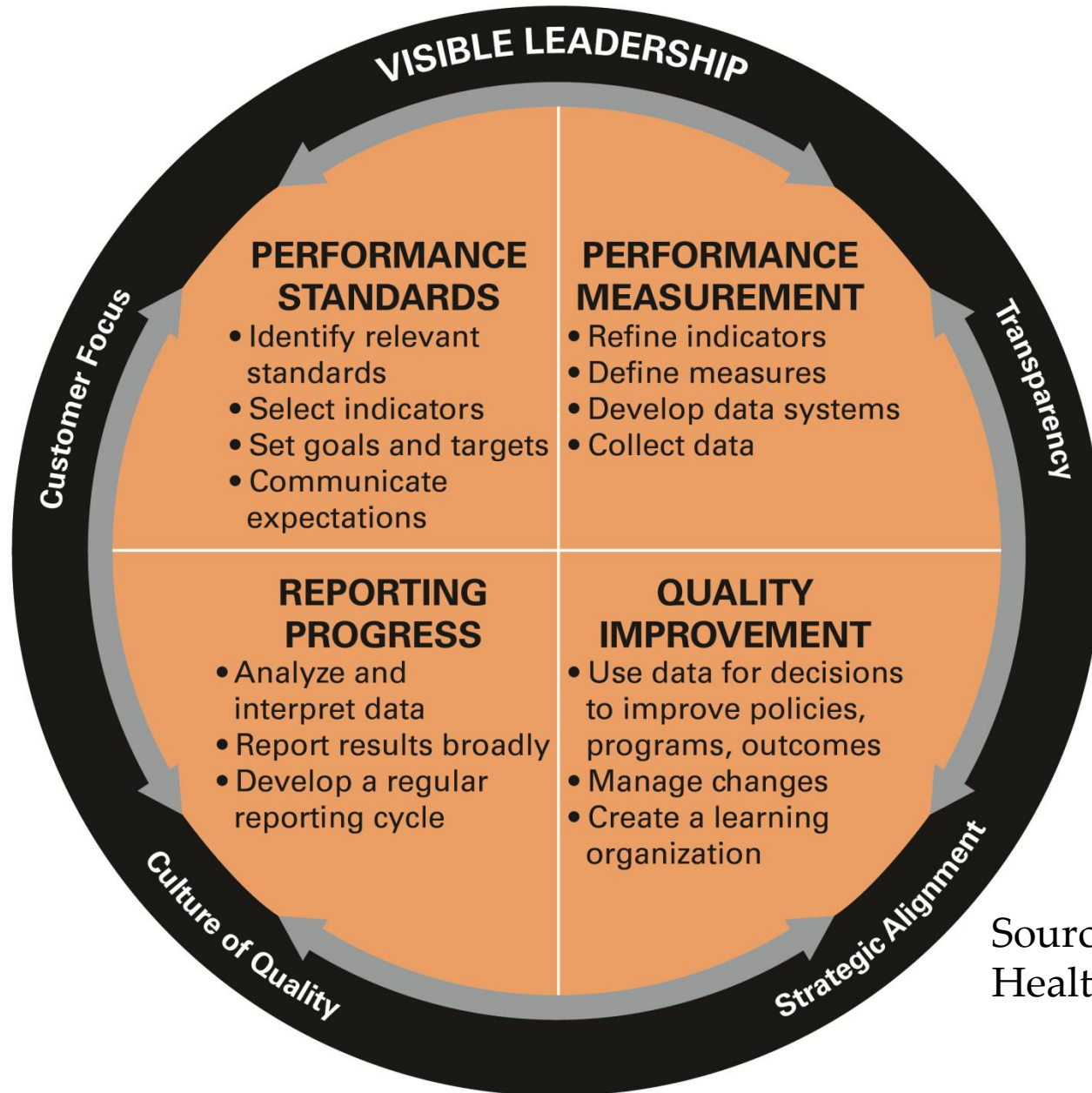
- Participants will be able to identify the components of a performance management system
- Participants will understand how performance management relates to strategic planning, quality improvement and community health planning
- Participants will learn how a performance management plan was implemented in one local health department
- Participants will be able to identify resources available to them for performance management
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The Public Health Foundation Definition

Performance Management is a systematic process which helps an organization achieve its mission and strategic goals by improving effectiveness, empowering employees, and streamlining decision making.



PUBLIC HEALTH PERFORMANCE MANAGEMENT SYSTEM



Source: Public Health Foundation

Performance Management Model

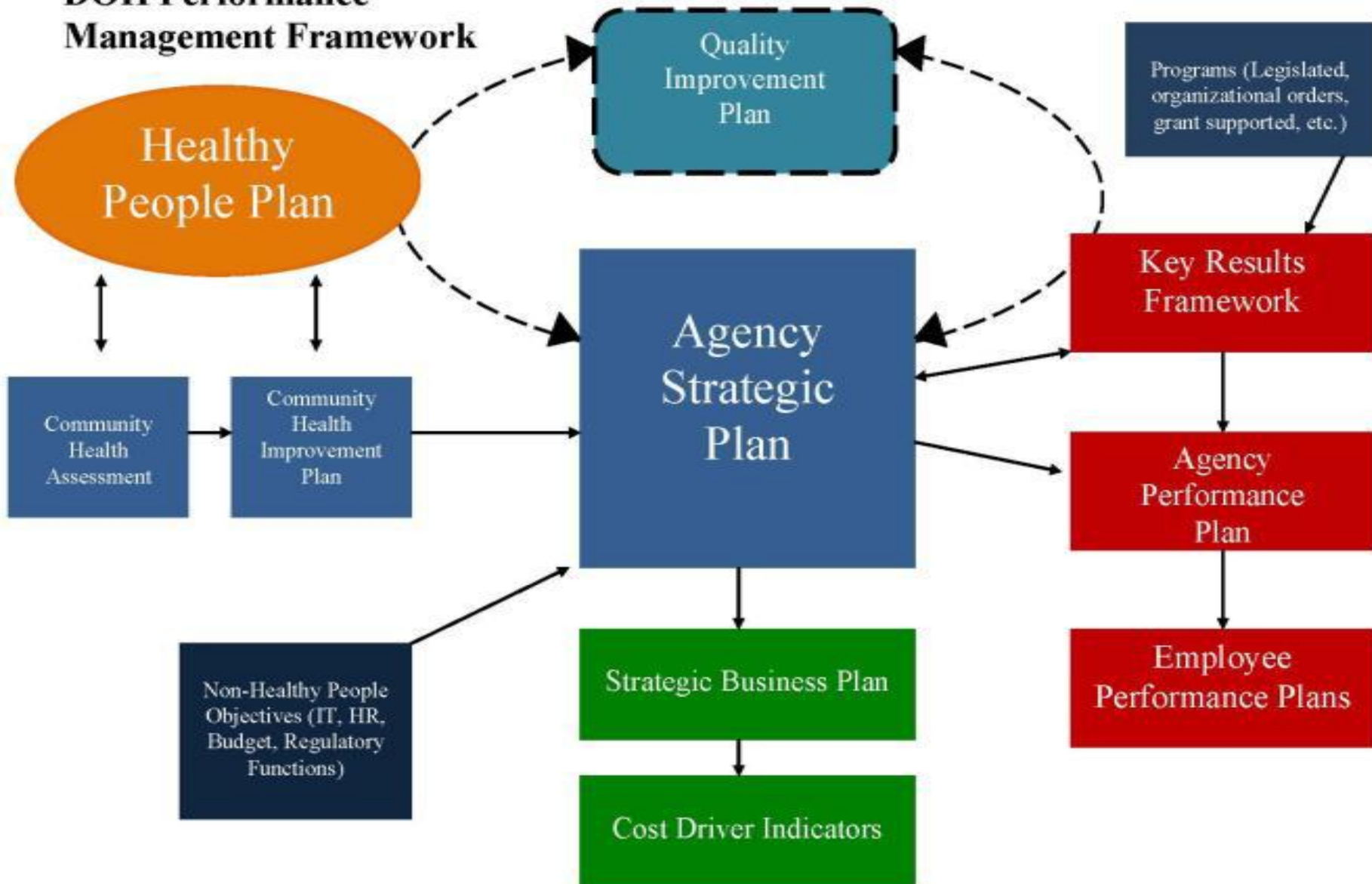


Source: www.state.gov

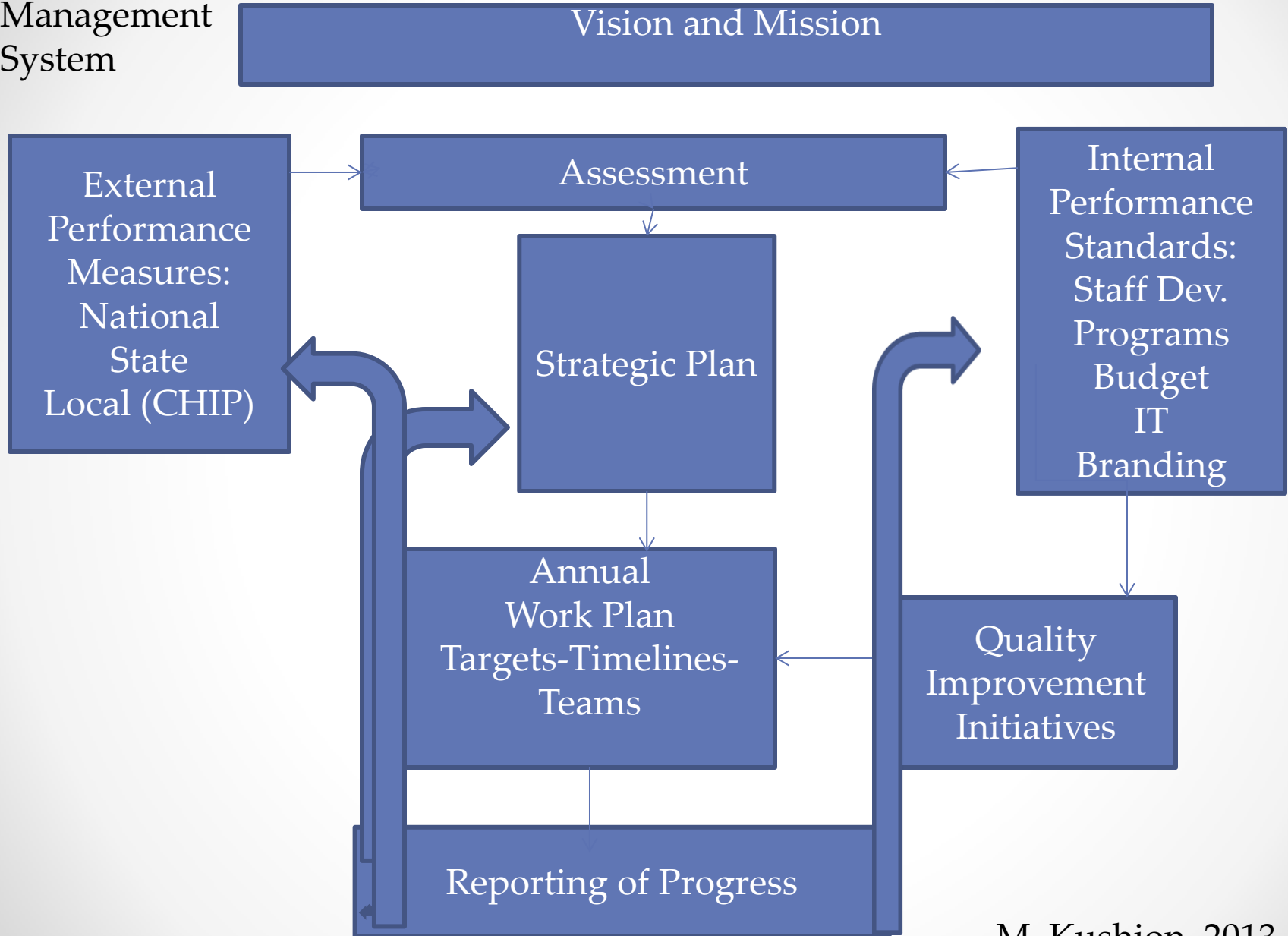


Source: www.mhr-solutions.com

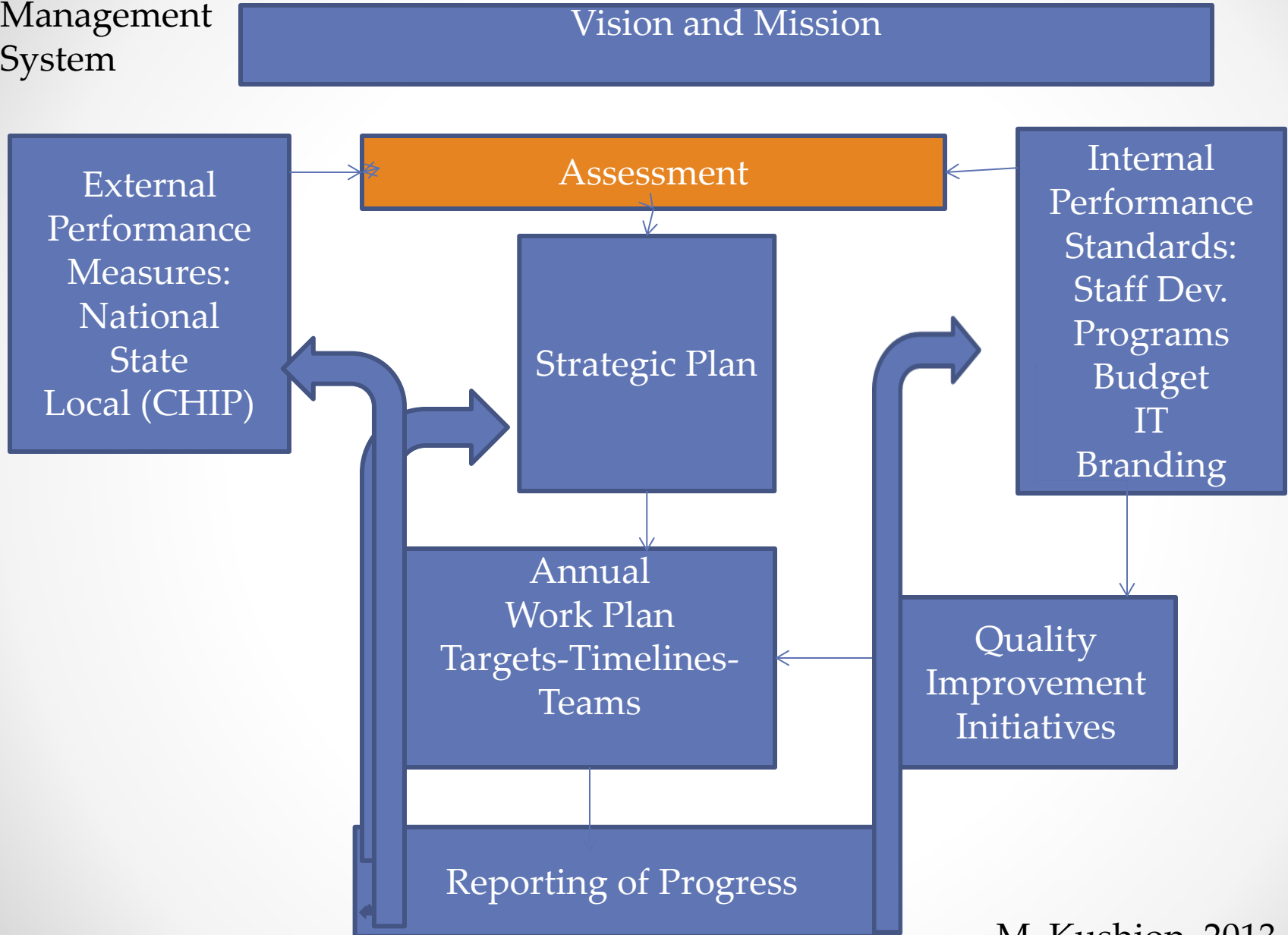
DOH Performance Management Framework



Performance Management System



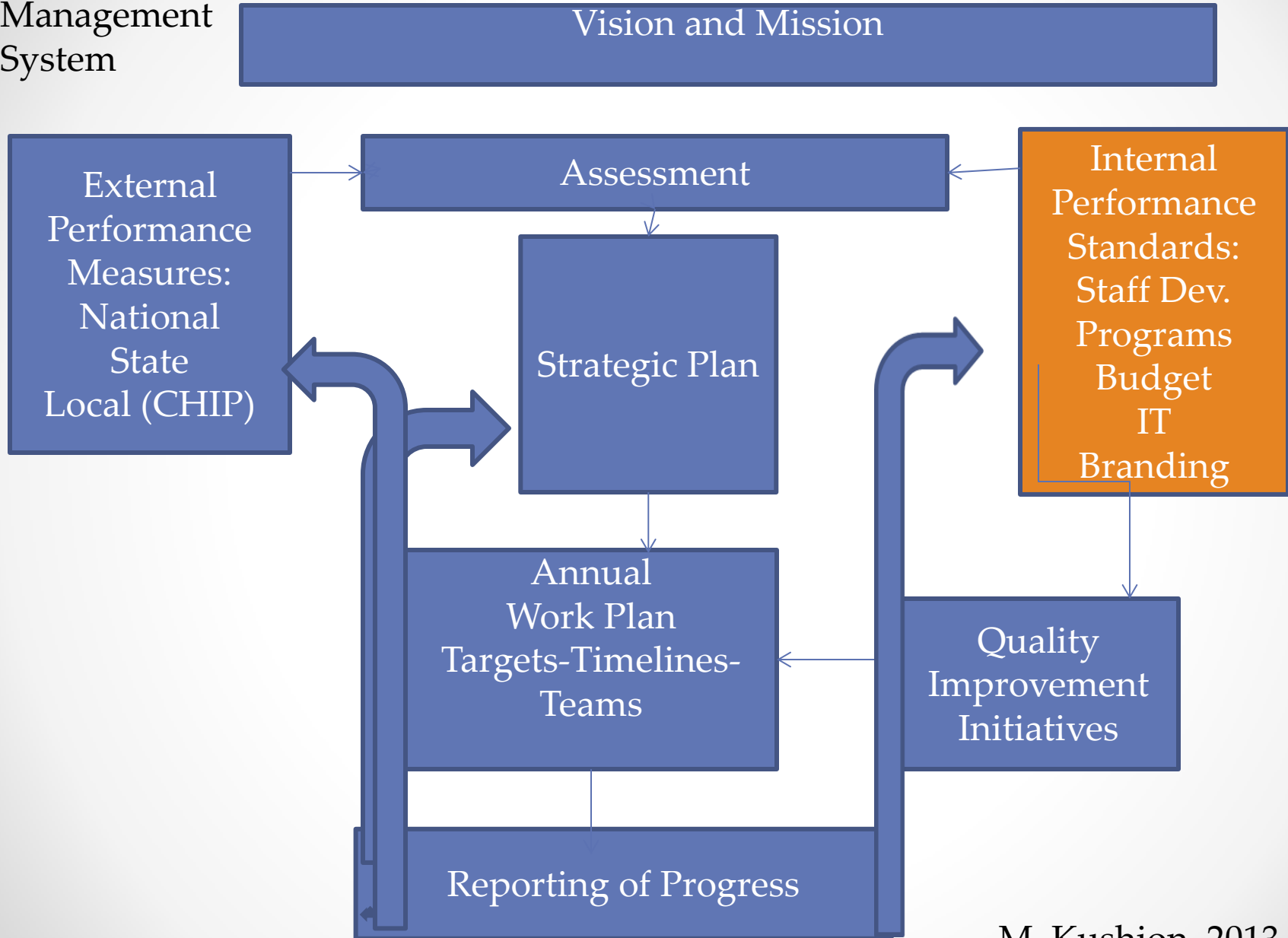
Performance Management System



Performance Management System



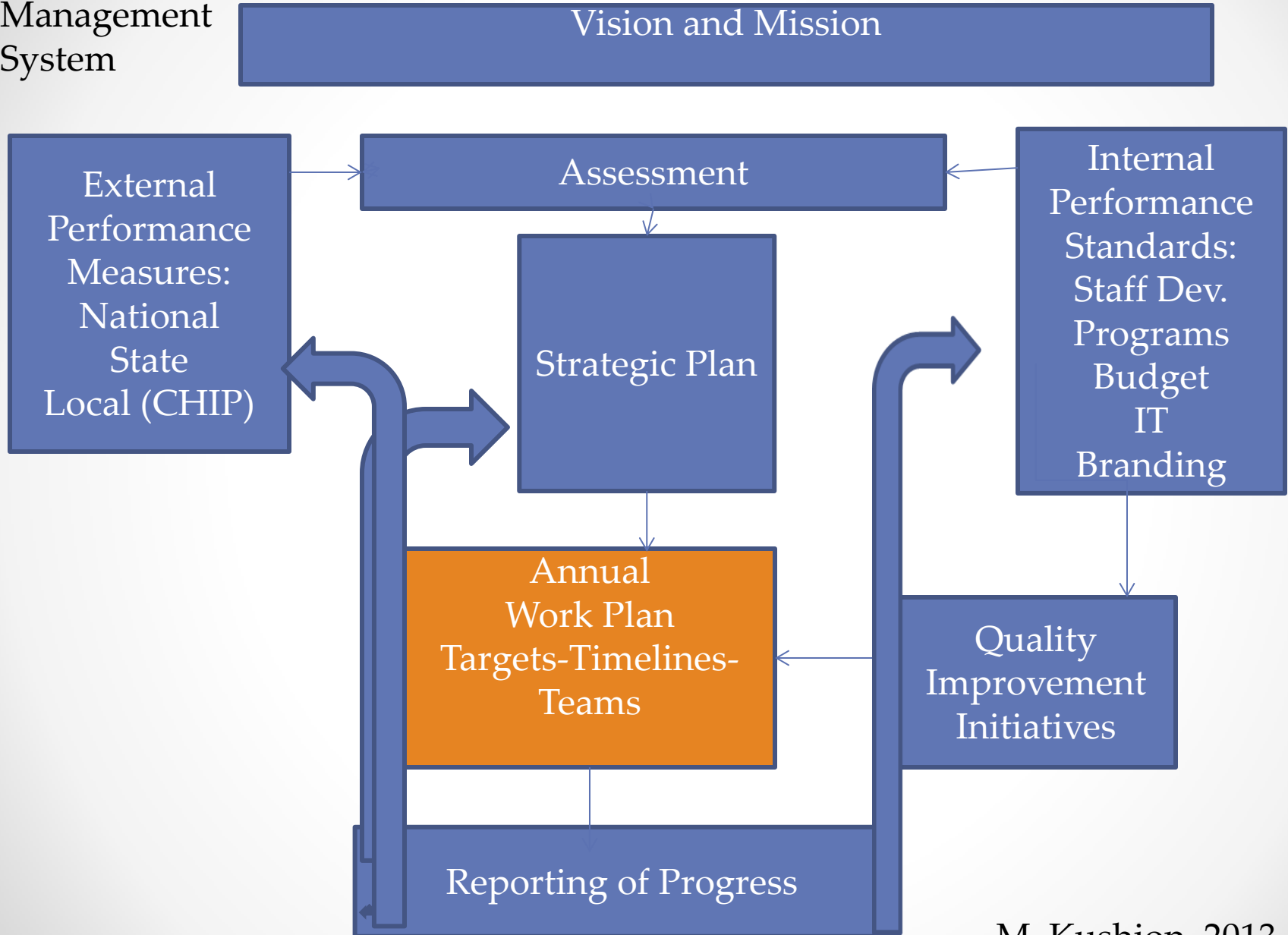
Performance Management System



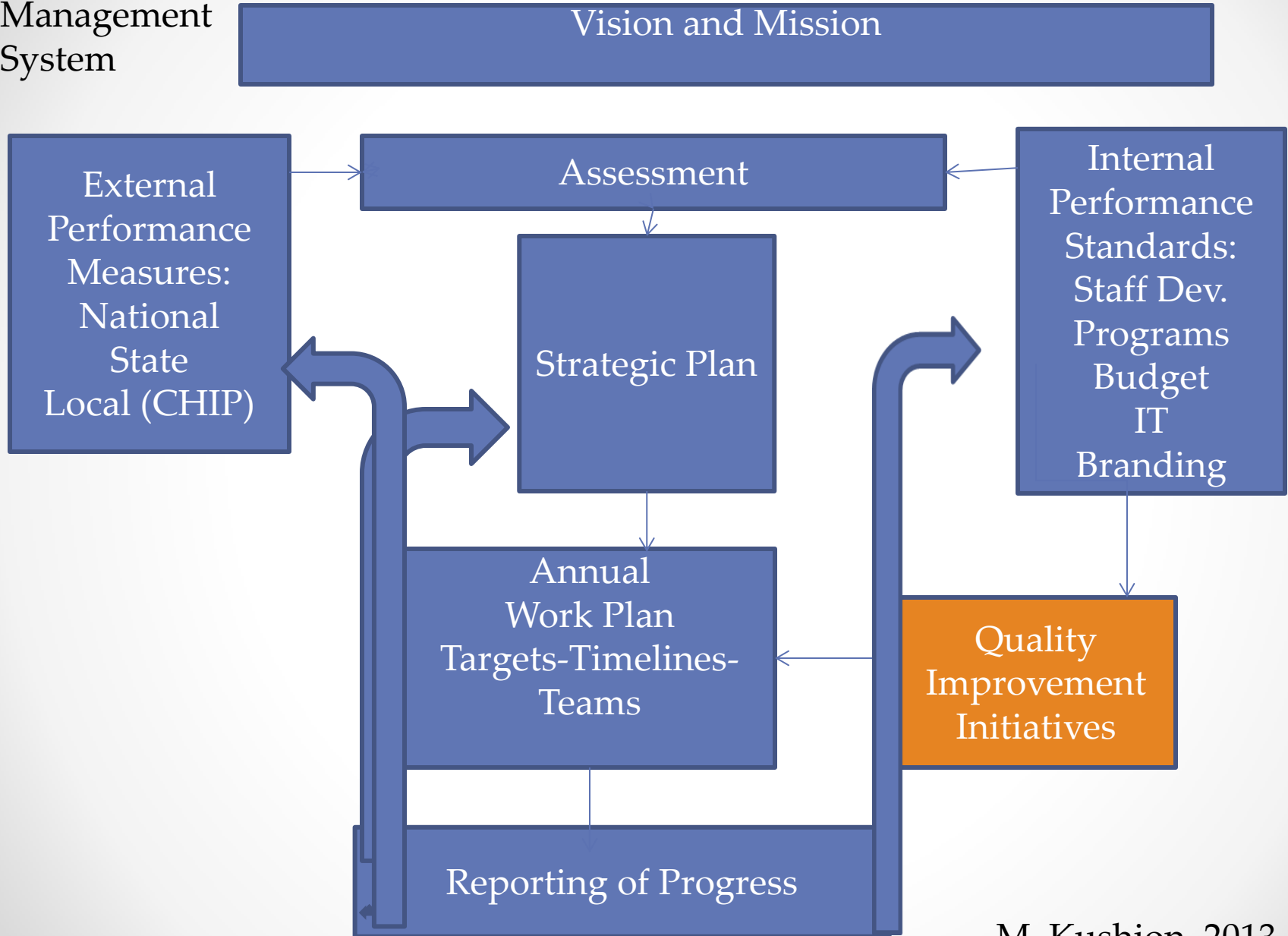
Performance Management System



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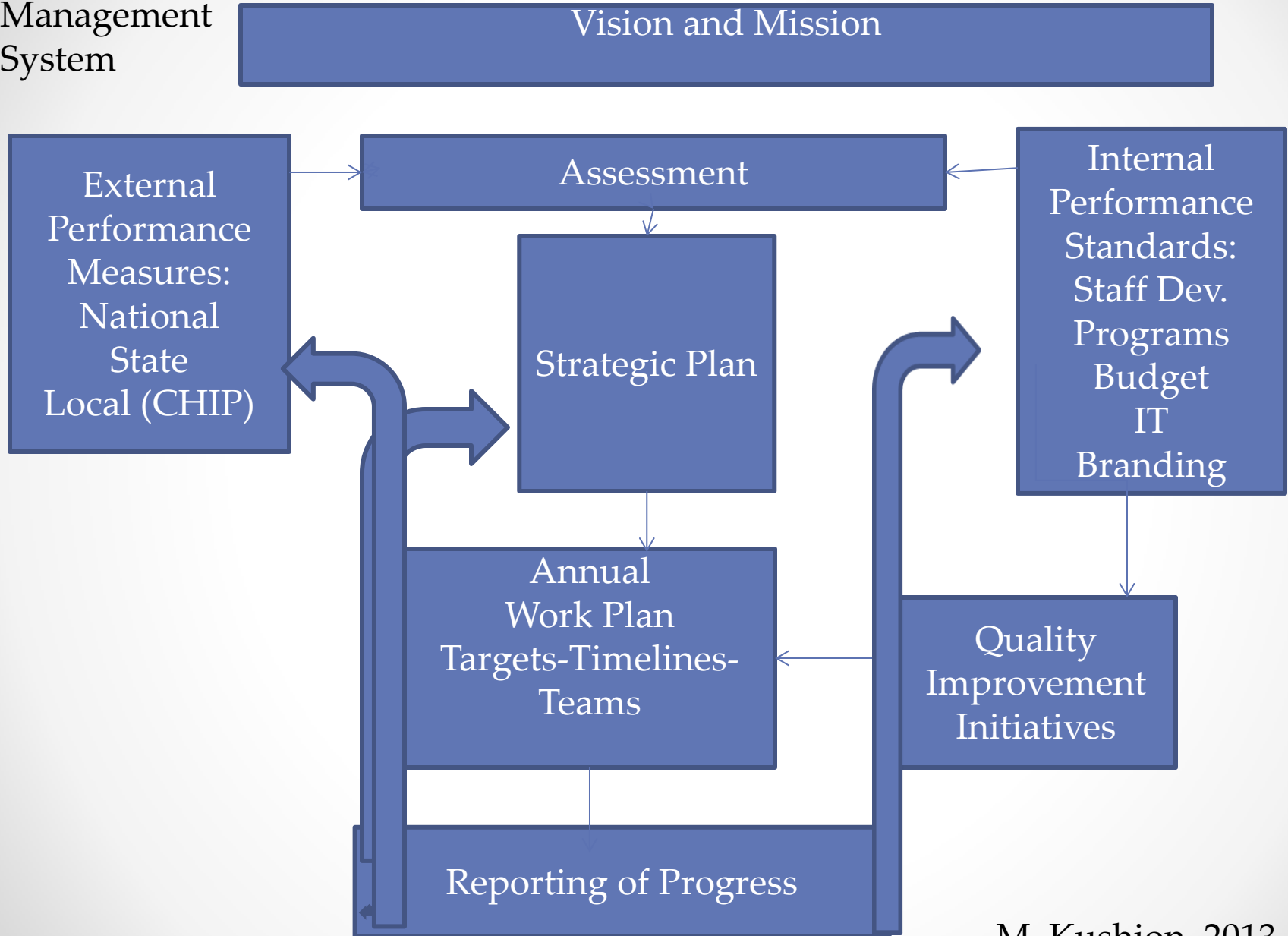
Performance Management System



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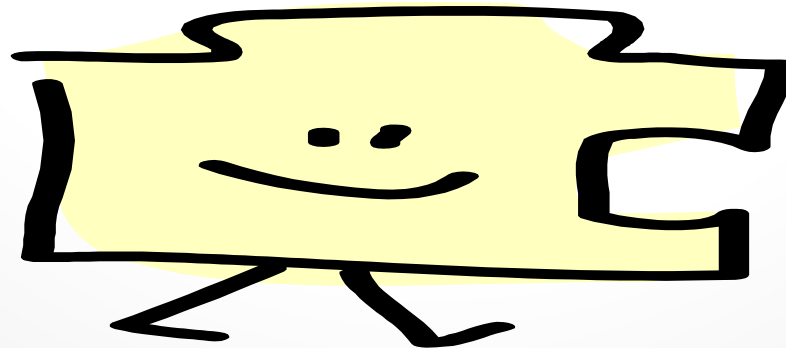


Performance Management System

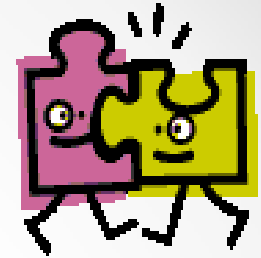


Finding the Corner Pieces

- ❖ Review what is already being “assessed” in your agency – where are the gaps? What are you doing with the information?
- ❖ Find a template that makes sense to you and your team – encourage employee participation
- ❖ Talk to your colleagues to see what they are doing – its ok to borrow their ideas
- ❖ Include the reporting element – share your success!



Useful Links



- NACCHO – model practices, PHAB Domain sample documents, toolbox, webinars www.NACCHO.org
- Turning Point Overview & Documents
http://www.phf.org/resourcestools/Pages/Turning_Point_Project_Publications.aspx
- Designing an Organizational Performance Management System
www.phqix.org
- Public Health Accreditation Board
<http://www.phaboard.org/>
- Michigan Public Health Institute – PM Free on-line Training
<http://mphiaccredandqi.org/PMQITraining/Login.aspx>

Thank-You!

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