

## Performance Culture Focus Areas

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Focus Area	Definition
<b>Engaged Employees</b>	Agency leadership fosters and provides employees with tools, resources, and support to contribute to the mission of the organization.
<b>Continuous Learning</b>	The agency leadership fosters a learning culture that provides opportunities for continuous development and encourages employees to participate. Leaders invest in education, training, and other developmental opportunities to help themselves and their employees build mission critical competencies.
<b>Performance Management</b>	The agency leadership creates a systematic approach to employee and organizational performance improvement through an ongoing process of establishing strategic performance objectives; measuring performance; making meaningful distinctions in performance; collecting, analyzing, reviewing, and reporting performance data; and using that data to drive performance and improvement.
<b>Diversity and Inclusion</b>	The agency leadership develops and implements comprehensive strategies and practices to improve the effectiveness of efforts to recruit, hire, promote, retain, develop, and train a diverse and inclusive workforce.
<b>Labor/Management Relations</b>	The agency leadership promotes cooperative and productive labor management relations among employees, unions, and managers to enhance the effectiveness of agency operations in an open and collaborative environment.
<b>Work-Life</b>	The agency leadership fully integrates Work-Life programs and policies to incorporate the business practice of creating a flexible, supportive work environment to engage employees and maximize organizational performance.