### HUMAN CAPITAL BEST PRACTICES AND KNOWLEDGE SHARING

<table>
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<th><strong>KEY ELEMENTS</strong></th>
<th><strong>SUGGESTED PERFORMANCE INDICATORS</strong></th>
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| The agency has a human capital best practices and knowledge sharing system that: | Effectiveness Indicator: The agency uses resources (e.g., Web sites, research findings, special studies, program guidance) from sources such as:  
  - OPM  
  - Office of Management and Budget (OMB)  
  - Government Accountability Office (GAO)  
  - Society for Human Resource Management (SHRM)  
  - International Public Management Association for Human Resources (IPMA-HR). |
| • Benchmarks best practices and lessons learned by other Government agencies and private sector organizations | Compliance Indicator: The agency’s CHCO identifies best practices and benchmarking studies in accordance with the CHCO Act (5 U.S.C. 1402). |
| • Establishes a method or process for collaborating with other agencies regarding effective human capital strategies | Effectiveness Indicators:  
  - The agency uses Governmentwide benchmarks (e.g., staffing timeliness, Central Personnel Data Files/FedScope, Federal Human Capital Survey (FHCS) responses) in setting human capital strategic goals.  
  - The agency participates in human capital managerial/professional employee groups (e.g., the Chief Human Capital Officers Council, the Small Agency Council, Federal Executive Boards, and National Academy of Public Administration). |
| • Provides valuable information to human capital planners on effective human capital strategies that is used to improve human capital planning. | Effectiveness Indicator: Agency representatives participate in Governmentwide collaborative efforts and/or managerial/professional/employee organizations to share best practices and leverage lessons learned. |