

Strategic Planning and Alignment Focus Areas

Focus Area	Definition
Agency Strategic Planning	The process agency leadership uses to develop: (1) a comprehensive mission statement covering the major functions and operations of the agency; (2) general goals and objectives, including outcome-oriented goals, for the major functions and operations of the agency; and (3) a description of how goals and objectives contribute to the Federal Government priority goals.
Annual Performance Planning	The process agency leadership uses to: (1) establish performance goals to define the level of performance to be achieved during the year; (2) express goals in an objective, quantifiable, and measurable form; (3) describe how the performance goals contribute to the general goals and objectives established in the agency's strategic plan; and (4) relate to any Federal Government performance goals.
Strategic Human Capital Planning	The agency designs a results-focused framework of human capital policies, programs, and practices to achieve human capital goals to directly support the agency's strategic plan.
Human Capital Best Practices and Knowledge Sharing	To leverage its efforts, the agency works with public and private sector organizations to share best practices, foster innovation and collaborate in the development and implementation of new processes and procedures to improve individual and organizational performance.
Human Resources as a Strategic Partner	Human Resources (HR) professionals act as consultants with managers to develop, implement, assess, and recommend human capital policies and practices to achieve the organization's shared vision. Senior leaders, managers, HR professionals, and key stakeholders contribute to the human capital vision and the agency's broader strategic planning process.
Organizational Development	The agency leadership establishes a systematic approach for evaluating organizational effectiveness, which improves mission objectives and performance by identifying actions to enhance and sustain continued mission accomplishment.
Change Management	The agency leadership is committed to reviewing, implementing, and communicating organizational enhancements and collectively inspiring employees to achieve significant, sustained, and measurable improvements in performance on an ongoing and regular basis.