

# Management Excellence

In FY 2008, Interior continued to make progress in areas targeted by the President's Management Agenda (PMA). The PMA is a strategy for improving the management and, hence, the performance of the Federal Government.

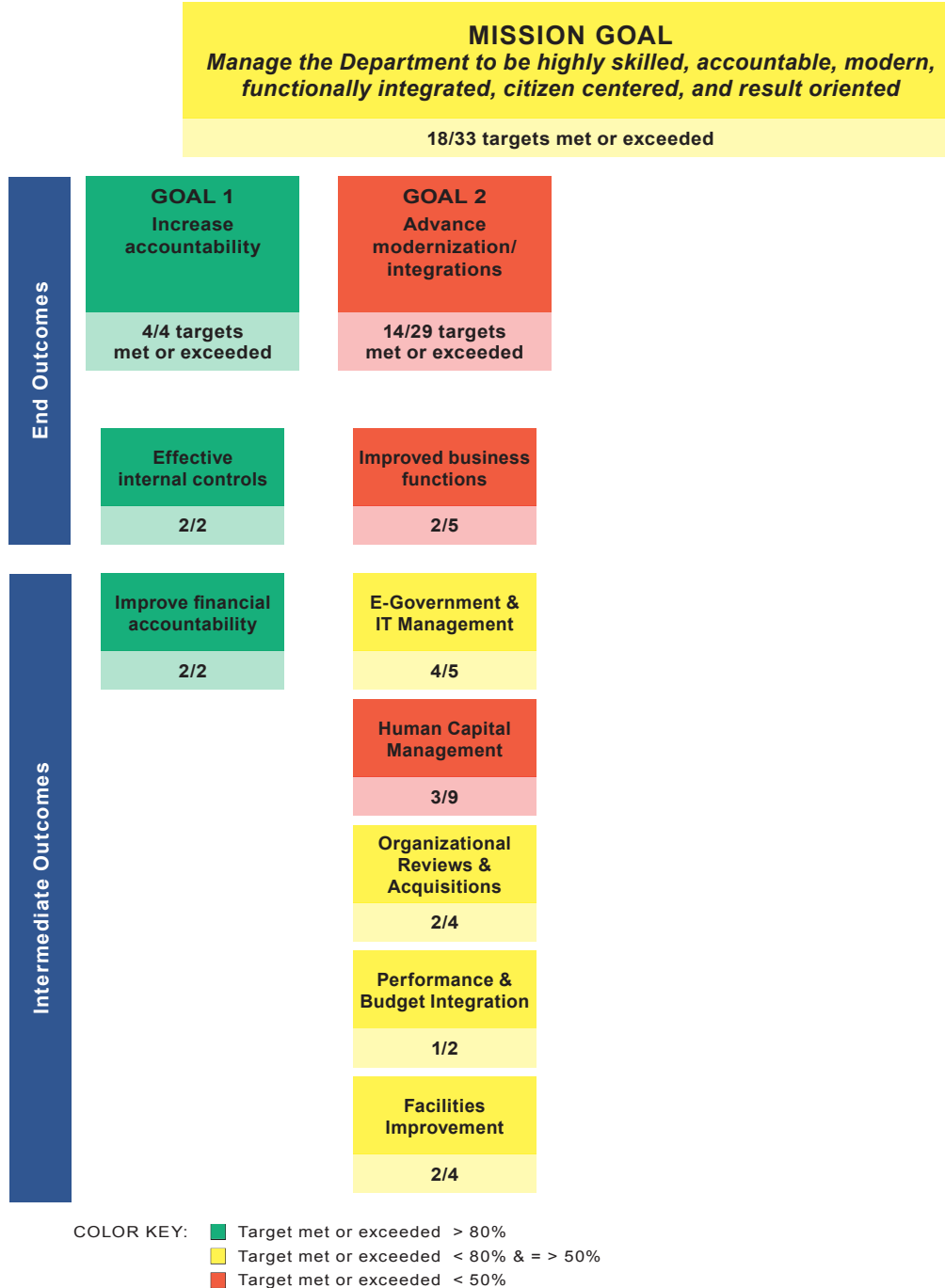
The focus is on performance and results. Quarterly reviews by Office of Management and Budget (OMB) examine six core areas: human capital, financial accountability, competitive sourcing, e-government, performance improvement, and real property.

OMB uses an Executive Branch Management Scorecard to monitor agencies' status and progress toward attaining PMA goals. Color-coded ratings are provided along with FY 2008 accomplishments for each initiative.

FIGURE 1-37

MANAGEMENT EXCELLENCE

Management Excellence provides the enabling framework for accomplishing our mission through improved business processes, practices, and tools. Of course, any accomplishments would not be possible without the key element—a highly skilled, diverse, and dedicated workforce.



**Initiative: Human Capital Management**

FIGURE 1-38

	FY 2006		FY 2007		FY 2008	
	Status	Progress	Status	Progress	Status	Progress
PMA Scorecard Rating	G	G	G	G	Y	G

- ◆ Technical competencies for key mission-critical bureau occupational groups were assessed in order to plan for training that will close competency gaps
- ◆ New activities to increase the percentage of highly skilled, diverse candidates that are hired included:
  - Establishing a Leadership Group in partnership with the Hispanic Association of Colleges and Universities to identify strategies for improved recruiting of Hispanic students
  - Adopted the Department of Veterans Affairs Coming Home to Work initiative that provides potential employment opportunities to veterans
  - Developed desktop reference guides for managers and supervisors on how to provide reasonable accommodation to disabled employees and applicants and achieve a model Equal Employment Opportunity (EEO) program

**Initiative: Competitive Sourcing**

FIGURE 1-39

	FY 2006		FY 2007		FY 2008	
	Status	Progress	Status	Progress	Status	Progress
PMA Scorecard Rating	G	R	G	Y	G	G

- ◆ Against the Government Performance Results Act (GPRA) target of 3 percent compared to the General Services Administration’s Federal Supply Schedule, Interior realized 15.2 percent in hard cost savings
- ◆ DOI has completed competitive sourcing competitions on 3,011 full-time equivalents (FTEs) and directly converted 1,773 FTEs, resulting in a cumulative annualized savings of over \$7 million

**Initiative: Improve Financial Management**

FIGURE 1-40

	FY 2006		FY 2007		FY 2008	
	Status	Progress	Status	Progress	Status	Progress
PMA Scorecard Rating	R	G	Y	G	Y	G

- ◆ Interior achieved a clean audit opinion
- ◆ Implementation of a new integrated financial management system (FBMS) is under way—three bureaus have made to transition to date
- ◆ Full implementation of FBMS will result in a more accurate, timely, and useful system of financial information

**Initiative: E-Government**

FIGURE 1-41

	FY 2006		FY 2007		FY 2008	
	Status	Progress	Status	Progress	Status	Progress
PMA Scorecard Rating	Y	R	Y	Y	Y	G

- ◆ DOI was cited by OMB Federal Enterprise Architecture Program Management Office as a Best Practice for Federal agencies to leverage in developing segment architectures
- ◆ The Government Accountability Office evaluation criteria rate the Interior Enterprise Architecture (IEA) program at 100 percent
- ◆ Interior implemented the Cyber Security Assessment Management (CSAM) tool for tracking Plans of Actions and Milestones and standardizing documentation throughout the Department. Interior now has ready access to all system security weaknesses and is better equipped to assist bureaus and Offices in managing corrective actions.

**Initiative: Performance Improvement**

FIGURE 1-42

	FY 2006		FY 2007		FY 2008	
	Status	Progress	Status	Progress	Status	Progress
PMA Scorecard Rating	Y	G	Y	G	Y	G

- ◆ Under the PMA for Performance Improvement, specific program-level reviews are conducted in consultation with the Office of Management and Budget using the Program Assessment Rating Tool (PART). A table that lists the ratings of the programs that have been reviewed is included in Part 2, and more detailed information regarding findings and follow-on actions that are under way can be found on the <ExpectMore.gov> Web site.
- ◆ Two more programs progressed from being considered Results Not Demonstrated to Adequate or better

**Initiative: Real Property**

FIGURE 1-43

	FY 2006		FY 2007		FY 2008	
	Status	Progress	Status	Progress	Status	Progress
PMA Scorecard Rating	Y	G	Y	G	Y	G

- ◆ Continued to update inventory data in the OMB-sponsored Real Property Profile for over 160,000 constructed assets at approximately 2,400 locations in the United States and United States Island Territories
- ◆ Draft Green Plan submitted to OMB demonstrated how the Department and bureaus are using asset data in management decisions
- ◆ Disposed of over 700 assets in FY 2008 and identified near 3,500 assets for disposal over the next several years