

Required Outcome Metrics

Agencies are required to use the following outcome metrics for the Leadership and Knowledge Management system.

Required Metric	Description	Purpose
<p>Organization Results Metric: Competency Gaps Closed for Management and Leadership</p>	<p>Difference between competencies needed and competencies possessed by managers and leaders</p>	<p>To determine how the agency should target its recruitment, retention and development efforts to bring the competencies of its managers and leaders into alignment with the agency's current and future needs</p>
<p>Employee Perspective Metric: Leadership & Knowledge Management Index</p>	<p>A score based on items from the governmentwide Annual Employee Survey</p>	<p>To determine the extent to which employees hold their leadership in high regard, both overall and on specific facets of leadership performance</p>
<p>Merit System Metric: Merit-Based Execution of the Leadership and Knowledge Management system</p>	<p>An assessment, conducted by OPM or by agencies with OPM oversight, of compliance with merit system principles and related laws, rules, and regulations governing the Leadership and Knowledge Management system</p>	<p>To determine that decisions, policies, processes, and practices executed under the Leadership and Knowledge Management system comply with the merit system principles and related laws, rules, and regulations</p>