

<b>HUMAN CAPITAL BEST PRACTICES AND KNOWLEDGE SHARING</b>	
<b>KEY ELEMENTS</b>	<b>SUGGESTED PERFORMANCE INDICATORS</b>
<p><i>The agency has a human capital best practices and knowledge sharing system that:</i></p> <ul style="list-style-type: none"> <li>Benchmarks best practices and lessons learned by other Government agencies and private sector organizations</li> </ul>	<p><b><u>Effectiveness Indicator</u></b></p> <ul style="list-style-type: none"> <li>The agency uses resources (e.g., Web sites, research findings, special studies, program guidance) from sources such as: <ul style="list-style-type: none"> <li>OPM</li> <li>Office of Management and Budget (OMB)</li> <li>Government Accountability Office (GAO)</li> <li>Society for Human Resource Management (SHRM)</li> <li>International Public Management Association for Human Resources (IPMA-HR).</li> </ul> </li> </ul> <p><b><u>Compliance Indicator</u></b></p> <ul style="list-style-type: none"> <li>The agency's CHCO identifies best practices and benchmarking studies in accordance with the CHCO Act (5 U.S.C. 1402).</li> </ul>
<ul style="list-style-type: none"> <li>Establishes a method or process for collaborating with other agencies regarding effective human capital strategies</li> </ul>	<p><b><u>Effectiveness Indicators</u></b></p> <ul style="list-style-type: none"> <li>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.</li> <li>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).</li> </ul>
<ul style="list-style-type: none"> <li>Provides valuable information to human capital planners on effective human capital strategies that is used to improve human capital planning.</li> </ul>	<p><b><u>Effectiveness Indicator</u></b></p> <ul style="list-style-type: none"> <li>Agency representatives participate in Governmentwide collaborative efforts and/or managerial/professional/employee organizations to share best practices and leverage lessons learned.</li> </ul>