

## Suggested Metrics for the Leadership and Knowledge Management System

Suggested Metric	Description	Purpose
Bench Strength	The relationship between the number of employees in the leadership pipeline who demonstrate the required level of performance on leadership competencies and the number of critical leadership positions	To ensure enough internal organizational capacity exists to mitigate leadership attrition and maintain progress toward mission attainment
Time To Hire Critical Leadership Positions	Average time from date vacancy closes to date offer is extended (expressed in working days)	To determine the efficiency of a critical phase of the Federal hiring process
Succession Sources	Percentage of critical leadership positions filled from internal sources, other Government sources (including military), and non-Government sources	To determine the extent to which various succession planning efforts (including internal career development programs) result in the selection of critical leaders
Culture of Workforce Improvement	Items from Annual Employee Survey	To determine the extent to which employees believe their leaders have developed a culture that values personal growth