

Grant Programs Directorate Goals linked to FEMA Goals

FEMA Strategic Goals

GPD Strategic Goals	Goal 1: Lead an integrated approach that strengthens the Nation's ability to address disasters, emergencies, and terrorist events	Goal 2: Deliver easily accessible and coordinated assistance for all programs	Goal 3: Provide reliable information at the right time for all users	Goal 4: FEMA invests in people and people invest in FEMA to insure mission success	Goal 5: Build public trust and confidence through performance and stewardship
Goal 1: Emphasize employee development and human capital planning				✓	
Goal 2: Team with internal and external stakeholders	✓		✓		
Goal 3: Provide accurate and timely information and services		✓	✓		
Goal 4: Build a robust and standardized data analysis capability	✓		✓		✓
Goal 5: Streamline, standardize and document key processes		✓			✓



The Grant Programs Directorate Strategic Plan in Brief 2009 - 2011

FEMA B-734/October 2008

For more detail on GPD's strategic plan, we invite you to visit our website at: <http://www.fema.gov/government/grant/index.shtm>



FEMA

GPD Vision

The one-stop-shop for credible programmatic and financial grant leadership providing transparent data processes, collaborative partnerships with stakeholders, and a connection to Homeland Security priorities and outcomes.

GPD Mission Statement

Manage federal assistance to measurably improve capability and reduce the risks the Nation faces in times of man-made and natural disasters.

Strategic Goals with Objectives

Goal #1

Emphasize employee development and human capital planning to ensure a continuous pipeline of knowledgeable staff to support the Grants Management lifecycle.

Objectives:

- 1.1 Analyze the work distribution of federal employees and contract support.
- 1.2 Hire talented and diverse workforce to support capability.
- 1.3 Ensure all employees have the knowledge, skills and abilities to perform their role and grow within the organization.
- 1.4 Establish performance metrics for each employee which are linked to directorate and branch level goals.
- 1.5 Work within FEMA HR guidelines to develop and implement rewards for employee performance to recognize the right people, at the right time, in the right way.

Goal #2

Team with internal and external stakeholders to build partnerships and increase communication.

Objectives:

- 2.1 Ensure all GPD Stakeholders (e.g., employees, grantees, general public) are aware of information and activities that affect them.
- 2.2 Provide forums for stakeholders to meet and exchange ideas and information.

Goal #3

Provide accurate and timely information and services that positively guide and influence grantees' use of federal funding.

Objectives:

- 3.1 Develop and distribute Program Guidance in accordance with Congressional directives and DHS/FEMA policies and priorities.
- 3.2 Analyze applications, conduct reviews, and make awards in a timely manner.
- 3.3 Respond accurately and in a timely manner to grantees' programmatic and fiscal inquiries regarding management of grants.
- 3.4 Monitor and evaluate grantee performance and use results to recommend enhancements or changes.
- 3.5 Provide business and financial technical, programmatic and systems training to all FEMA Grantees.

Goal #4

Build a robust and standardized data analysis capability to quantify benefits and demonstrate the importance of grants management to Homeland Security priorities.

Objectives:

- 4.1 Implement the Non-Disaster Grants System.
- 4.2 Develop Cost-to-Capabilities (C2C) assessment.
- 4.3 Optimize all systems that support the grants management lifecycle.

Goal #5

Streamline, standardize and document key processes to promote collaboration and consistency across regions and programs.

Objectives:

- 5.1 Document programmatic and financial processes which support the grant lifecycle.