

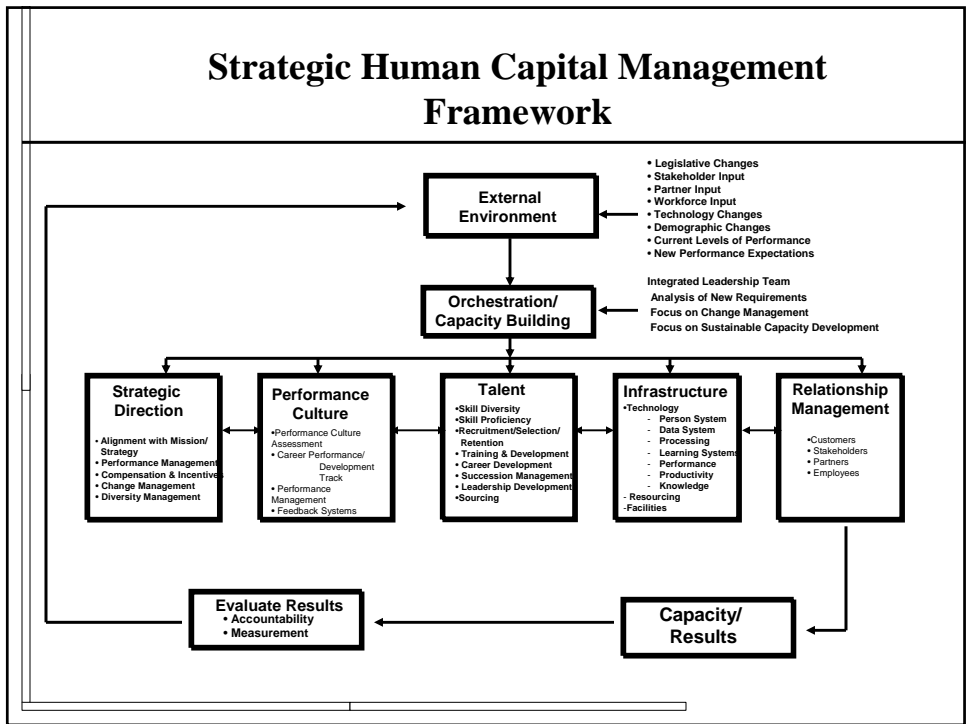
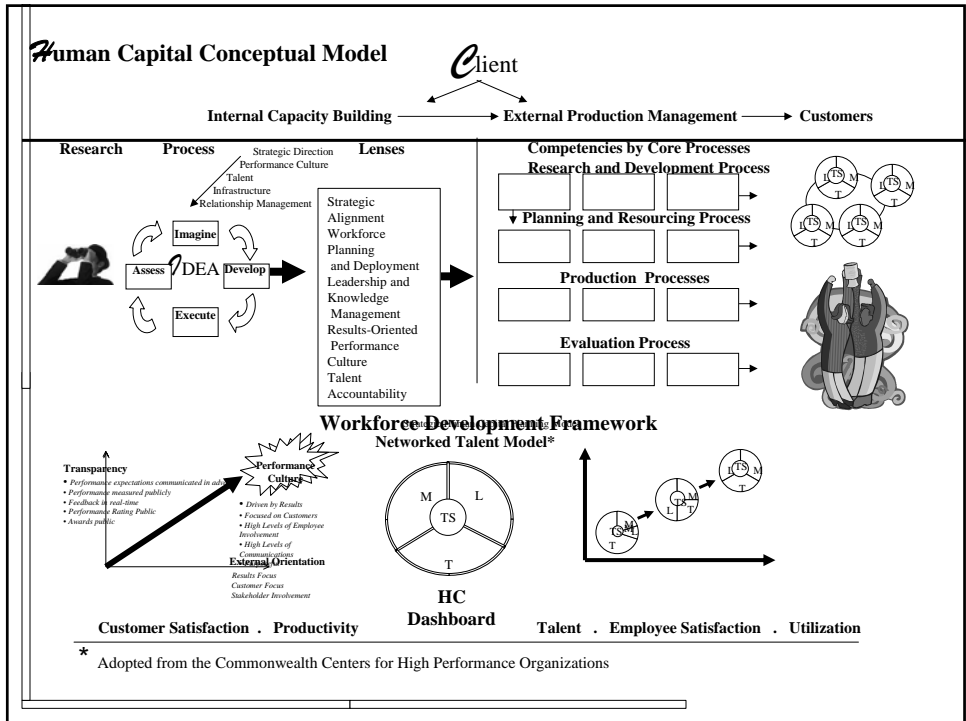
**B**uilding Human Capacity for Mission Accomplishment  
*Considerations for a Human Capital Strategy*

**2007 HPO Performance  
Improvement Conference**

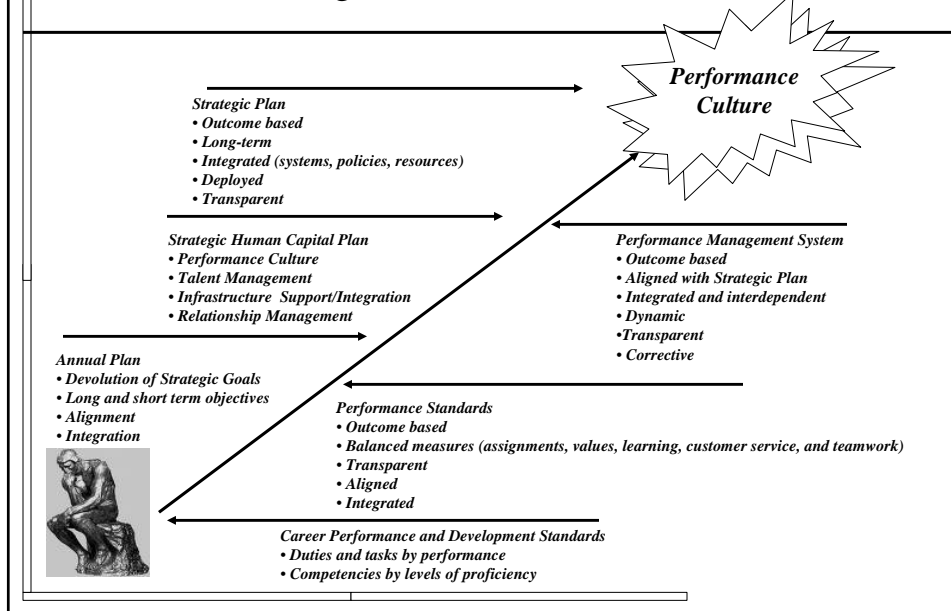
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**D**istinguishing HC Model Characteristics

- ✓ Systematic integrated approach that builds upon proven best practices in the private and public sectors incorporating high performance organizational models and performance excellence criteria from the Baldrige Award
- ✓ Recognizes the evolutionary nature of work from holistic, through the industrial model to the current networked environment
- ✓ Takes an outside-in approach recognizing the importance of the building internal capacity to affect organizational performance
- ✓ Focuses on creating a performance culture, based on values, alignment and self-accountability



## Creating the Performance Culture



## Best Practices

- ✓ **Take a system's approach. HC is not a list of "To do's."**
- ✓ **Remember, it's an outside/inside approach. *You need to respond to requirements but you also must build internal capacity to affect the larger organization.***
- ✓ **HC is about building capacity within the organization to accomplish mission. It is a business necessity.**
- ✓ **Creating a "Performance Culture" is critical.**
- ✓ **Setting Outcome based goals and measures is necessary to affect the change.**

# Questions



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