

# Improvements Needed In Dod Performance Reporting And Monitoring Of The

## Executive Summary

The Department of Defense (DoD) has made significant progress in improving its performance reporting and monitoring capabilities in recent years. However, there are still a number of areas where improvements can be made. This report identifies five key areas where the DoD can improve its performance reporting and monitoring:

1. **Strengthening the link between performance reporting and strategic planning.** The DoD's performance reporting system should be aligned with the department's strategic plan, and performance measures should be developed to track progress towards achieving strategic goals.
2. **Improving the quality of performance data.** The DoD's performance data should be accurate, reliable, and timely. The department should also develop a data governance framework to ensure that performance data is managed and used effectively.
3. **Enhancing the use of performance information for decision-making.** The DoD should make better use of performance information to inform decision-making. The department should develop a performance-based budgeting process, and it should use performance data to evaluate the effectiveness of programs and activities.
4. **Improving transparency and accountability.** The DoD should make its performance information more transparent and accessible to the

public. The department should also develop a system for holding itself accountable for achieving its performance goals.

5. **Building a performance culture.** The DoD should create a culture that values performance and accountability. The department should provide training and development opportunities for employees on performance management, and it should recognize and reward employees who achieve high levels of performance.

By making improvements in these five areas, the DoD can improve its ability to track progress, make better decisions, and achieve its strategic goals.



## TRANSITIONING VETERANS: Improvements Needed in DOD's Performance Reporting and Monitoring of the Transition Assistance Program (GAO - DOD) by Jean Baur

★★★★☆ 4.2 out of 5

Language : English  
File size : 1731 KB  
Text-to-Speech : Enabled  
Screen Reader : Supported  
Enhanced typesetting : Enabled  
Print length : 23 pages  
Lending : Enabled

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The Department of Defense (DoD) is a large and complex organization with a wide range of missions and responsibilities. In Free Download to effectively manage such a large organization, the DoD needs to have a robust performance reporting and monitoring system. This system should allow the DoD to track progress towards its strategic goals, identify areas

where improvements can be made, and make informed decisions about how to allocate resources.

In recent years, the DoD has made significant progress in improving its performance reporting and monitoring capabilities. However, there are still a number of areas where improvements can be made. This report identifies five key areas where the DoD can improve its performance reporting and monitoring:

### **Strengthening the Link Between Performance Reporting and Strategic Planning**

The DoD's performance reporting system should be aligned with the department's strategic plan. This means that performance measures should be developed to track progress towards achieving strategic goals. By linking performance reporting to strategic planning, the DoD can ensure that it is focused on the most important things.

There are a number of ways to strengthen the link between performance reporting and strategic planning. One way is to develop a performance measurement framework that is aligned with the strategic plan. This framework should identify the key performance indicators (KPIs) that will be used to track progress towards achieving strategic goals. Another way to strengthen the link between performance reporting and strategic planning is to involve senior leadership in the development and implementation of the performance reporting system. This will help to ensure that the system is aligned with the department's strategic priorities.

### **Improving the Quality of Performance Data**

The DoD's performance data should be accurate, reliable, and timely. This is essential for making informed decisions about how to allocate resources and improve performance. However, the DoD's performance data often falls short of these standards.

There are a number of ways to improve the quality of performance data. One way is to develop a data governance framework. This framework should define the roles and responsibilities for data collection, management, and use. It should also establish standards for data quality and accuracy. Another way to improve the quality of performance data is to invest in data collection and analysis tools. These tools can help to automate the data collection process and improve the accuracy of data analysis.

### **Enhancing the Use of Performance Information for Decision-Making**

The DoD should make better use of performance information to inform decision-making. This means using performance data to identify areas where improvements can be made, evaluate the effectiveness of programs and activities, and make decisions about how to allocate resources.

There are a number of ways to enhance the use of performance information for decision-making. One way is to develop a performance-based budgeting process. This process would link funding decisions to performance outcomes. Another way to enhance the use of performance information for decision-making is to provide training and development opportunities for employees on performance management. This will help employees to understand how performance data can be used to improve decision-making.

## **Improving Transparency and Accountability**

The DoD should make its performance information more transparent and accessible to the public. This means publishing performance data on the DoD website and providing regular reports to Congress and other stakeholders. By making its performance information more transparent, the DoD can build trust and confidence with the public.

The DoD should also develop a system for holding itself accountable for achieving its performance goals. This system should include clear performance targets, regular reporting on progress towards achieving these targets, and consequences for failing to meet targets. By holding itself accountable, the DoD can demonstrate its commitment to performance improvement.

## **Building a Performance Culture**

The DoD should create a culture that values performance and accountability. This means providing training and development opportunities for employees on performance management, recognizing and rewarding employees who achieve high levels of performance, and holding employees accountable for poor performance.

By building a performance culture, the DoD can create an environment where employees are motivated to achieve high levels of performance. This will lead to better outcomes for the department and the nation.

The DoD has made significant progress in improving its performance reporting and monitoring capabilities in recent years. However, there are still a number of areas where improvements can be made. By making improvements in the five areas identified in this report, the DoD can

improve its ability to track progress, make better decisions, and achieve its strategic goals.



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