



SECRETARY OF THE ARMY
WASHINGTON

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: President's Management Agenda—Executive Performance Expectations

The President's Management Agenda (PMA) sets forth a bold strategy for improving the management and performance of the Federal Government. It provides the framework for achieving the President's vision for a Government that is citizen-centered, results-oriented, and market-based, i.e., actively promoting innovation through competition. The PMA is online at www.whitehouse.gov/omb/budget/fy2002/mgmt.pdf.

The agenda presents five critical, Government-wide initiatives that offer us the greatest opportunity to improve performance—Strategic Management of Human Capital, Competitive Sourcing, Improved Financial Performance, Expanded Electronic Government, and Budget and Performance Integration.

The Army Senior Executive Service (SES) is the vital civilian component of Army's strategic leadership team. Their contributions are essential to realizing the Administration's vision and objectives, as well as Army transformation. Therefore, effective beginning with the fiscal year 2003 rating period, I am directing that SES performance plans incorporate specific actions necessary to accomplish the Government-wide initiatives that directly impact their respective mission or organizational strategic plan. Performance plans should be challenging. Plans must provide for the objective evaluation of both individual and organizational performance, taking into account such factors as improvements in efficiency, productivity, and quality of work or service, cost efficiency, timeliness, and compliance with applicable statutory requirements such as merit system principles and achievement of equal employment opportunity requirements. Performance plans must be initiated or revised to incorporate these changes no later than December 31, 2002.

The President has stated that what matters most is performance and results. We must manage well and use wisely the resources entrusted to us. The Army SES cadre, together with the Army's political leadership and general officers, share the responsibility and the challenge for achieving this vision.

Thomas E. White