

Defining Modernization Outputs

Generally, outputs related to improved human resource **productivity** might include decreased processing times, reduction in errors, reduction in required resources to perform work, elimination of non-compliant hiring actions, reduction in EEOC complaints, accomplishment of DEIA goals, reduction in sensitive data breaches or exposures, increased productivity, improved workforce management, and increased workforce data cleanliness and accuracy.

Key Questions

1. Do you have access to current performance data and metrics including current cycle times and costs for each of the defined Human Capital Business Functions?
2. Which of the outputs represent the highest priority for modernization?
3. Are there any “quick wins” that can be seen as incremental or progressive in nature that are more easily funded, monitored for improvements, and minimize risk?
4. How can I ensure there are decision makers, managers, and front-line workers who are willing and able to support necessary performance improvements?
5. What process improvements can be realized through hiring, training, process reengineering, or system upgrades?
6. Do we have sufficient internal resources needed to realize these process improvements?
7. What process improvements can only be realized through a purchase action?
8. What financial resources will be required from internal and external sources?

Checklist

Gather at least two years of performance data, more if available.

Identify the current cycle times for each of the defined [Human Capital Business Functions](#).

Compare your current performance data and metrics against the HR Line of Business Service Measures for each of the five HR Federal Integrated Business Framework (FIBF) HR Management Services, including [Talent Acquisition](#), [Talent Development](#), [Employee Performance Management](#), [Compensation and Benefits](#), and [Separation and Retirement](#).

Prioritize task-based and human-centered process improvements that can be realized without additional financial or external contracted resources.

Prioritize system-based process improvements with the highest probability of success and return on investment (ROI).

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