

## PERFORMANCE FRAMEWORK FOR BUREAU/MISSION POLITICAL WORK

### PURPOSE AND RATIONALE

*The issues to be dealt with, the benefits to be secured*

Why does the bureau/mission exist? What is its purpose?  
What are the principal issues it is meant to deal with?  
Why these issues?  
In general, what is the bureau/mission trying to do about them?  
What is the ultimate impact of its work intended to be?  
Who will benefit and how?



### OBJECTIVES

*The goals to be achieved, their order of priority*

What is the bureau/mission trying to achieve?  
What specific and measurable objectives does it hope to accomplish over the next one/two/three years?  
What is the order of priority among objectives, and why?  
How do bureau/mission objectives relate to the overall objectives of the department?



### STRATEGY

*The approach to be taken, the plan of action*

#### STRATEGY

What *strategy* is the bureau/mission following to achieve its objectives? What is its general approach, its line of attack?  
What is the logic of this strategy i.e. why is it reasonable to believe that the approach taken will produce the results desired?

What are the most important *external factors* the bureau/mission has to contend with in pursuing its objectives? How are these factors likely to impact on bureau/mission operations? How will they be addressed?

What are the *risks*? How will these be managed?

What are the *critical success factors*, i.e. the types of things the bureau/mission must do particularly well to be successful?

Are the objectives and the strategy to achieve them realistic given the time and effort required? Are they manageable in light of the resources available?

#### PLAN OF ACTION

