



OFFICE OF THE DIRECTOR

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, DC 20415-0001

MAY 12 2000

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

Janice R Lachance

FROM: JANICE R. LACHANCE
DIRECTOR

Subject: The Director's PILLAR Award

Throughout Government, your agencies have been working hard to improve the way you manage workforce performance to achieve your unique missions and strategic goals. Consistent with the President's Management Council's efforts to develop a culture that celebrates excellence, the Office of Personnel Management (OPM) wants to recognize your work and showcase your successes. To do this, we have established the Director's PILLAR Award to acknowledge exemplary performance management practices that contribute to achieving the results Americans care about. PILLAR stands for "Performance, Incentives, and Leadership Linked to Achieve Results." Just as a pillar supports a building, the Director's PILLAR Award symbolizes how effective performance management supports organizational success.

In 1995, OPM established more flexible policies for designing and using programs to plan, measure, develop, and reward individual and team performance in the general workforce. In the years since, you have used those flexibilities in creative ways to align employee performance with your strategic goals and objectives. Often your successes have emerged through effective collaborations with your labor partners. Along the way, you have gained valuable insights, and one of the most important is that you can learn from each other as you tailor practices to fit your unique organizations. This new award was designed with that in mind to give you a chance to share your experiences.

OPM plans to honor the first Director's PILLAR Award winners at our upcoming Strategic Compensation Conference in August, here in Washington, DC. The attached material provides detailed information on nomination and selection procedures. I encourage you to share this information in your agency. Nominations are due by June 30, 2000. If you have any questions, you may contact the staff of our Performance Management and Incentive Awards Division at (202) 606-2720 or via email at perform-mgmt@opm.gov.

Attachment

cc: Directors of Personnel