



HATFIELD RESIDENT FELLOWSHIP PROJECT BRIEF

Performance Management

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Project Dates: August/2024 – June/2025

PROJECT GOAL

Metro has existing projects on setting strategic targets, equity metrics, budget equity, process improvement, and an array of data analysis and research in departments across the agency. The Hatfield Fellow project focuses on Employee Experience and evaluation of measurables for Metro's Strategic Targets on Housing, Economy, and Environment.

TAKE-AWAYS

The Hatfield Fellow part of the Employee Engagement project has been concluded, while the Strategic Target performance management is currently on going.

- Opportunity to join diverse learning opportunities ranging from equity and diversity to technical trainings.
- Researching on metrics at national, state, regional and local level toward Strategic Target.
- Extensive knowledge on promises and pitfalls of performance management nationwide.
- Gaining insights from internal and external stakeholders on performance measurement.

CHALLENGES

The current challenge in the Hatfield Fellow project is the lack of a clear process for the project, as it is being developed progressively while moving forward. However, there are other engagements to focus on while awaiting the next phase of the project.

STRATEGY

Working in a great and unique team provided the opportunity to work alongside a well-structured project plan. The plan included a detailed breakdown of each phase and the associated tasks, making it easier to navigate through the projects efficiently.

- Review of literature as it relates to performance measures/performance management in the public sector, with a focus on government systems.
- Watch videos on how to create SharePoint and join the Metro SharePoint Office hour to learn more from other site creators.
- Got familiarized with past documents, meetings and reports for strategic targets and performance management.
- Share the progress of the project with the team and supervisor for review and feedback.
- Implement feedback to provide quality deliverables.

RESULTS

Below are the results for both initiatives on employee experience and strategic targets. However, the strategic target project is ongoing.

- Create and design a SharePoint site for employee engagement project that shows the progress of departmental goals, ensuring easy accessibility for all Metro staff.

- Work on Power Bi Dashboard as a practice in preparation of developing similar dashboards for Performance Management.
- Attend various Metro, project, and jurisdictional partner meetings.
- Compiling the equity and performance metric for the performance of the Strategic Targets.