

Career Zone Performance Plan & Balanced Scorecard

May 31, 2001

The Career Zone is envisioned as a central point of access for SFA staff to obtain the learning and career development resources they need to maximize their potential and contribute to the success of SFA. The center is sponsored by both SFA Human Resources and SFA University for the benefit of the entire organization and will support all employees in taking advantage of the career opportunities created by SFA's ongoing transformation.

The Performance Plan and Balanced Scorecard was developed to outline the performance objectives for which the Career Zone management and staff hold themselves accountable, the targeted outcomes that will be measured and the specific actions that will be taken to achieve these outcomes.

This package includes the following:

Overview of Career Zone Performance Plan Development

This overview illustrates how the Career Zone Performance Plan was developed in alignment with the mission, performance objectives and the service standards of SFA.

Career Zone Performance Plan

The Career Zone Performance Plan outlines the targeted outcomes for which the Career Zone management and staff hold themselves accountable. The plan includes targeted performance outcomes, an approach for measuring Career Zone's performance against the specified targets, and actions that will be taken to achieve these outcomes.

Performance Measurement Instruments

The Performance Measurement Instruments outline the format and timing of the data collection instruments required by the Career Zone Performance Plan.

Career Zone Balanced Scorecard

The Career Zone Balanced Scorecard demonstrates the organization's contribution to SFA's performance excellence formula.