PERFORMANCE IMPROVEMENT TEAM PURPOSE STATEMENT

➢ Performance Improvement Teams bring individuals from throughout the organization to work together. This allows employees from the various areas to get to know each other and the operations of other County offices. This is helpful from an individual level and an employee development level.

➢ Performance Improvement Teams allow individuals who are involved in Performance Improvement Objectives to get connected to what is happening in the organization and responsibilities they may have to be involved.

➢ Performance Improvement Teams offer logistical and connective support to the person responsible for a PIO. Team members can offer input to help provide another set of eyes to the PIO process from a broader group. They can help answer such questions as, "Is there anything missing in the PIO that should be there?"

➢ Performance Improvement Teams help team leaders develop leadership skills and exercise those skills on projects and PIO review of County wide importance.

➢ Performance Improvement Teams will be assigned several projects to work on during their term. These projects will involve reviewing a current operation or situation in the County and making a written recommendation on how to improve, eliminate, or implement a project or process.

➢ Performance Improvement Teams should review current County operations and offer written conceptual or process input in their respective areas (i.e.- Measurement, Organizational Development, etc.). What are we currently doing as an organization that we don't need to be doing? What are we currently doing as an organization that we should think about doing differently? These suggestions and solutions can be provided to the Management Team for review and assigned to a functional area for implementation as appropriate.

➢ Performance Improvement Teams should generate new ideas and develop written proposals to provide to the Management Team for review and assignment to a functional area for implementation as appropriate. Additionally, the Performance Improvement Team might be involved in implementation of these ideas if it is more appropriate for the Team to implement instead of a functional area.