



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Tuesday, August 6, 2002

MSG-057a

MEMORANDUM FOR: Human Resources Directors

FROM: Kay Coles James, Director

Subject: Initial Draft of OPM's Strategic Plan 2002-2007

I am very pleased to share with you an Initial Draft of the Office of Personnel Management's 2002 - 2007 Strategic Plan. I would appreciate any comments or suggestions you may have.

President Bush has called for a Government that is citizen-centered, results-oriented and market-based. The Office of Personnel Management (OPM) team has worked hard over the past year to reorient the direction of the agency to deploy strike forces to provide managers across Government the tools necessary to achieve their mission consistent with the President's call for management reform.

Our Government Performance and Results Act (GPRA) team - made up of dedicated professionals from all of OPM's major program offices - has responded to that call by developing an initial draft plan aligned to our proposed organizational structure that takes advantage of opportunities to refocus the agency's work. They have created a draft that clearly focuses on OPM's corporate human capital role and the new responsibilities OPM has assumed such as five main e-Government initiatives and leadership of the Strategic Management of Human Capital initiative in the President's Management Agenda. The emphasis is on customers, outcomes over process, and integration of human resources management and accountability across Government.

This is an initial draft for your comment as envisioned by the Results Act. It contains specific details that we plan to migrate to our annual performance plan but are including in this draft to give our knowledgeable readers additional insight. As we incorporate feedback, we will be preparing a narrative version in more general language for the public at large.

I value your interest in the Office of Personnel Management and look forward to hearing any reactions you might have to the enclosed draft.

Please send us your comments by August 16. Send to feedback@opm.gov. The enclosed copy of the Initial Draft of the Strategic Plan is also available at opm.gov/humancapital/draftstrategicplan.