

## Case Study B - Discussion Questions

This case study describes a public health workforce development effort and includes aspects of performance management in order to accomplish this end. The following questions focus on performance management issues involved in public health workforce development efforts.

1. Identify the target of this performance management application. Whose or what's performance is being improved?
2. Describe what the performance accomplishment is this case study.
3. Which of the four components of performance management are evident in this case study? Which are not?
  - Does this case study demonstrate the use of performance standards? How?
  - Does this case study demonstrate the use of performance measurement? How?
  - Does this case study demonstrate the use of reporting performance? How?
  - Does this case study demonstrate the use of quality improvement? How?
4. Which specific performance management components in this case study could be enhanced? How?
5. If a companion activity were to be conducted at the local level, what approaches might be taken to incorporate the performance management components?
6. Have you been (or are you now) involved in a human resources or workforce development effort? If so, which components of comprehensive performance management were in place? What suggestions do you have for improving that effort?