Performance Management in Mesa

Evan Allred – Chief Data Officer
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In Mesa, we are strategic in everything we do.

We are intentional in our support of the City Council Priorities that help guide how we continue to positively impact lives in Mesa.
The Mesa Way Strategy

Describes how we prioritize our efforts with an eye on the horizon while meeting the needs of the moment to execute our public purpose in pursuit of our vision.

Shapes Your Plan With What Your End Destination in Mind!
The Mesa Way Strategy

Developing Our Strategy

We know we are focusing on the right things to position us to positively impact lives in Mesa!

Executing Our Strategy

How we manage our performance & know we are doing things right to positively impact lives in Mesa!

• Avoid being Transactional – Providing quick fixes/patches
• Committed to being Transformational – Solve problems at their core to ensure value-added impact is continuously achieved

Evolving Our Strategy

Our Strategy is not stagnant – it is agile & will evolve with new challenges and opportunities
Organizational Excellence (OEX) Framework, The Mesa Way

- **Processes**
- **Resources**
- **Partnerships**
- **Leadership**
- **Results**

Our Strategy should communicate how we are impacting our public purpose.

If desired outcomes are not being achieved, use OEX framework to answer why (reflect) & adapt.

Are we achieving our Strategy?
Organizational Excellence supports each department keeping a collective focus on the

**WHY**
- Council Priorities
- Public Purpose
- Vision

**HOW**
- Strategy + Leadership + Resources + Partnerships + Processes

**WHAT**
- Strategic Objectives & underlying Tactics
- Results

while Defining....

and Measuring....

to proactively know if on track & if not, know why & how to adjust
Examples of Data Informed Decision Making in Mesa

- Trees are Cool Initiative
- Addressing Homelessness in Mesa
- Opioid Overdose - A Public Health Emergency