

# Performance Measurement & Reporting in First Nations

Presentation to AFOA National Conference

*Montreal, 13 February, 2008*

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# Agenda

- What

- *Performance*
- *Performance Reporting*

- Who

- When

- How

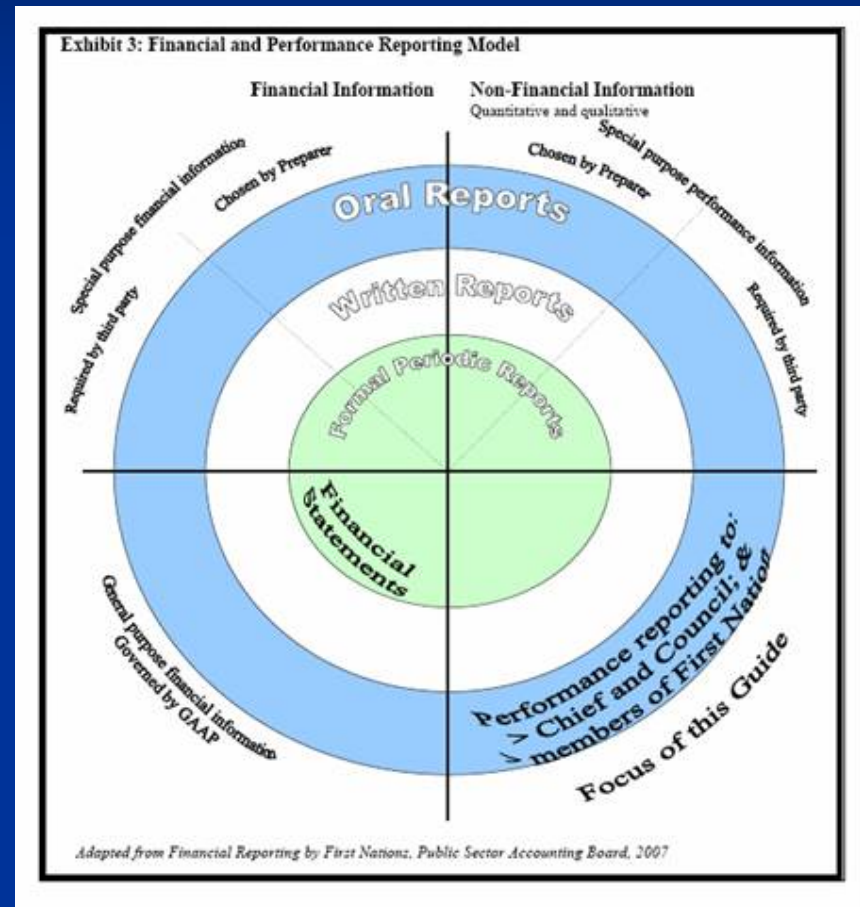
# Performance

- Defining and achieving a community's objectives
  - Multi-faceted
  - More than \$\$
- Many Frameworks
- Aboriginal Performance Wheel



# Performance Reporting

- Complements financial reporting
- Support, discipline to oral reporting and performance conversation in community
- *NOT*
  - a substitute
  - Special purpose (INAC) requirement



# Who

## Principals

- Chief & Council
- Community

## Enablers

- AFOA members
- Advisors

## Stakeholders, users

- Staff of the FN

# When

## When it makes sense:

- Tie into planning, resource allocation & community involvement cycles
  - Multi-year cycle
  - **Annually**
  - Quarterly
  - Monthly

# How

*Start where you are, use what you've got*

## Six Steps:

### 1. **Get ready**

- Commitment from Chief & Council
- Commitment from other leaders
- Assess readiness, build capacity

### 2. **Decide on level, frequency of reporting**

- Function, Community, Program

# How, *continued*

3. **Agree important aspects of performance**
  - Involve community, stakeholders
  - Use Aboriginal Performance Wheel
4. **Identify types of information**
  - Quantitative
  - Qualitative

# How, *continued*

## 5. Issue report

- Prepare
- Validate
- Issue
  - Multiple formats

## 6. Use report

- Create occasions for discussion
  - Council, committees
- Obtain feedback,
- Respond