

"The award that bears his name reflects the virtues that he brought to public service and how he lived in his private life, a commitment to excellence, shrewd judgment and sound judgment, principled leadership, integrity, and a sense of responsibility."

George W. Bush **President of the United States** March 7, 2002



**Brian Lassiter, Chair, Alliance Board of Directors** 

## **Opening Remarks/Agenda**

Introduction Al Faber, President & CEO, Baldrige Foundation

Beyond Feedback George Taylor, President & Managing Partner

**Questions** Audience

Foundation Update Al Faber, President & CEO, Baldrige Foundation

Baldrige Performance Excellence Bob Fangmeyer, Director, BPEP

**Program Update** 

**Alliance for Performance** 

**Excellence Update** 

Closing Remarks Al Faber



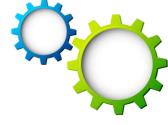
## Baldrige-Aligned Employee Engagement Survey Process



**George Taylor**President & Managing Partner

Beyond Feedback

## **Beyond Feedback Background**



#### Mission

We deliver actionable insights directly from our clients' most important stakeholders that enable continuous improvement of our clients' strategy and business operations.

#### Vision

Our vision is to be the most recommended stakeholder insights provider with the highest client retention rate in the U.S.

#### Values

We value: Honesty, Integrity, Servant Leadership, Perseverance, Teamwork, Excellence, Stewardship, Humility, Data-Driven Decision-Making, and Innovation.

#### Partnered with:

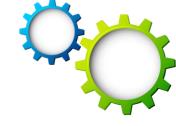








#### **MBNQA Partners**



#### **Visionaries and Innovators**



#### **Early adopters and refiners**









## **Baldrige-Aligned Employee Engagement**



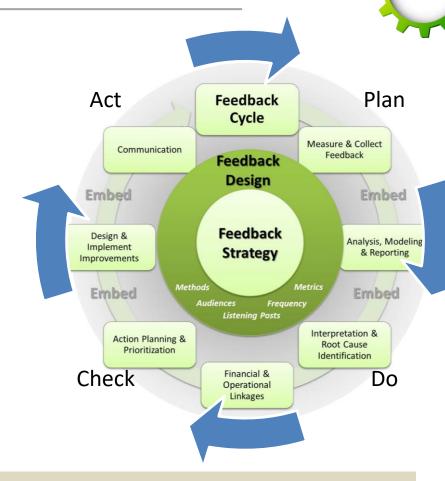
Survey



Reporting



**Process** 



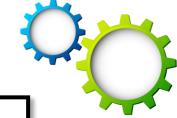
Customized

Aligned to Baldrige

Actionable



## Step 1: Select EKRs





#### Baldrige-Aligned Employee Satisfaction & Engagement Survey

% of survey	completed	

#### Step 1: Select Your Employee Key Requirements

Q1 2016 Company Score: 85% Your Q1 2016 Score: %

Below is the list of Employee Key Requirements.

Please select the key requirements that are most important to your Employee Satisfaction & Engagement.

During the next step, you'll have the opportunity to identify the importance of each.

	Advancemen	it opportunit	ies ariu gr	OVVEIT WHEITIN	i iiiy positi	OH
	Appropriate	amount of w	ork and ti	me away fro	om work f	or my

Clear, effective, candid, two-way communication

Competitive benefits

Competitive salary for my position

Continuous learning, training and development

Input into decision making

Leaders and coworkers whose actions align with our Values and Culture

Meaningful, challenging and satisfying job assignment(s)

Organizational sustainability and growth

Relationship with my coworkers, supervisor, manager, and senior leaders

Rewards and recognition

Safe, comfortable work environment

The right tools and support to do my job

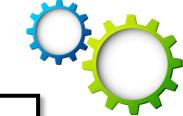
Current number checked: 0

The items that you do not check, while important, are not key to your Employee Satisfaction & Engagement.

Please list any additional Employee Key Requirements for consideration in future survey cycles.

Additional Employee Key Requirements

## Step 2: Weigh EKRs





#### Baldrige-Aligned Employee Satisfaction & Engagement Survey

% of surve	% of survey completed		
25%			

#### Step 2: Weight Your Employee Key Requirements

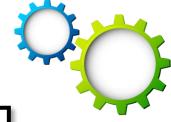
Q1 2016 Company Score: 85% Your Q1 2016 Score: %

Please assign a weight to your Employee Key Requirements by identifying what percentage of your Employee Satisfaction & Engagement is determined by each.

	Weight (1-100)
Appropriate amount of work and time away from work for my position	25 %
Clear, effective, candid, two-way communication	20 %
Continuous learning, training and development	10 %
Leaders and coworkers whose actions align with our Values and Culture	5 %
Relationship with my coworkers, supervisor, manager, and senior leaders	30 %
Safe, comfortable work environment	10 %

Weight Total: 100%

## **Step 3: Score and Comment on EKRs**





Baldrig	ge-Aligned Employee Satis	faction & Engagement Survey
		% of survey completed 50%
Step 3: Score Your I	Employee Key Requireme	nts
		Q1 2016 Company Score: 85% Your Q1 2016 Score: %
		Your Current Score: 91.65%
•	anization is meeting each of your Key Red st the slider to select your score	quirements.
Appropriate amount of work and time a	way from work for my position   Weight: 25%	
	88	Working in a high stress position time away is important. With the current point system it is very difficult to get that time away unless you plan it in advance. We need more vacation time. 3 weeks after 5 years cannot be a good standard. I would suggest giving developers
096	100%	
	2004	
Clear, effective, candid, two-v	way communication   Weight: 20%	While there seems to be really good two way communication it seems that our ability to
	79	broaden that to the necessary audience is stifled by something; this renders some of the communication pretty ineffective. I am unsure if it is the meeting policy 'keeping costs'
096	100%	Communication process measurements and an arrangement and arrangement and arrangement and arrangement and arrangement and arrangement and arrangement
Continuous learning training	g and development   Weight: 10%	
Continuous learning, training	3 and development   Weight. 1070	If we offered monthly, annual, or even bi-annual training refreshers would be nice. Beyond
	94	that, it would be nice to have training videos, or some sort of in-person training with some of our reloading equipment to better answer questions.
096	100%	Con relocating equipment to better dissirer questions.
Leaders and coworkers whose actions al	lign with our Values and Culture   Weight: 5%	
Economic of Whose actions at	ng. Mar sar Talacs and Caracte   Weight 970	Leaders: I continue to be amazed with how well our Leaders align with our Values and
	89	Culture. As you get to know each of them, it's obvious how they exemplify our expectations as role-models. It's one of the very reasons I trust and respect this Company so much. My

### **Step 4: Provide Overall Comments**





Baldrige-Aligned Employee Satisfaction & Engagement Survey

Q1 2016 Company Score: 85% Your Q1 2016 Score: %

**Step 4: Overall Comments** 

Your Current Score: 91.65%

Please list anything else we can do to continue to make this organization a great place to work.

Foster a positive attitude when working with Information Systems personnel. As a primary agent of change in the business, IS employees are continually catching blind spots and applying their deep 阜 systems perspective to make that change successful. When too much focus is put on the few mistakes that occur and not enough is placed on the many things that go right, it can make

We seem to have a chronic problem with being understaffed. I understand not wanting to be overstaffed but this happens so often and for so long it appears to be a performance problem.

Opportunity for improvement #3



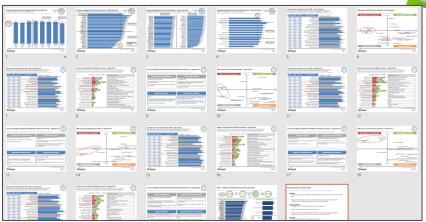
Previous Submit Save and continue later



## **Analysis & Reporting Tools**



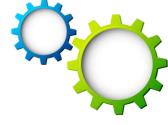






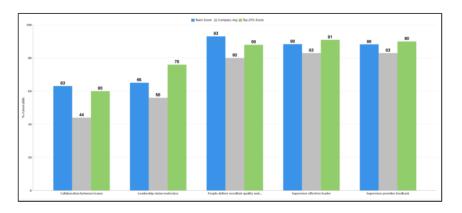


### **Benchmarking and Normative Data**



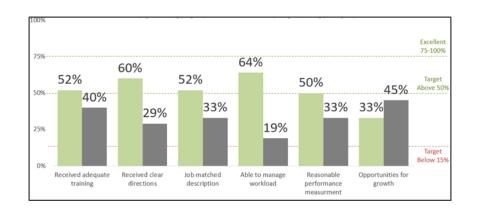
#### **Internal**

- Most valuable source perfect match
- Workplace environment
- Comparisons within organization
- Define comparison groups
  - Top/bottom engagement scores
  - Top/bottom manager ratings



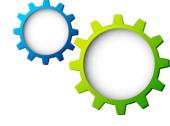
#### **External**

- Beyond Feedback database (MBNQA)
- Panel study of employees from peer group fielded in parallel with your engagement survey





## **Action Planning at All Levels**



Employee Focus Group Sessions

Manager Interactive Planning Workshops

Leadership Action
Planning Facilitation







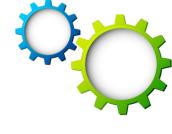


#### **WORKFORCE INSIGHT SERVICES**

#### **CUSTOMER INSIGHT SERVICES**







## www.baldrigealigned.com

George Taylor (480) 757-6306 george.taylor@beyondfeedback.com



#### **Baldrige Foundation**



#### Four Strategic Imperatives-

#### ADVOCACY

Priority #1. Restore BPEP in the Federal Budget and the President's Agenda.

Priority #2. Develop Strategic Alliances. Congress; Departments of: Education; Defense; Health and Human Services: Veterans Affairs: Small Business Administration; and others like ACHE, CHIME Priority #3. Build Grass Roots Support including State

#### **FUNDRAISING**

Programs.

#### Message

Bold, Dynamic, Inspirational Message **Build and Grow Constituency** Strategic Communications (Internal/External Media Relations - Print, TV, Radio, Interne Announcements Online & Print Advertisin GUIDESTAR Leverage Social Media

#### **Fundraising**

Small Donations, Major Gifts, Planned Giving Combined Federal Campaign with State Programs, Business Partnerships

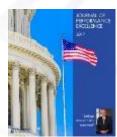
#### **BOARD DEVELOPMENT**

Working Board - Trustee Board Embrace the Mission and Work as a "Team" Contribute financially and seek support Make connections and offer expertise Represent the organization

#### **FOUNDATION OPERATIONS**

Baldrige-Based using the Framework Customer Focused/Driven in Everything We Do Stewardship Beyond Reproach Well Coordinated -Continuously Improving Process Driven Adding Value to the Enterprise

" Ensure the long-term financial growth and viability of the Baldrige Performance Excellence Program..."



... and to support organizational performance excellence in the United States and throughout the world"



"America's Most Influential Leaders - Supporting the Nation's Quality Awards Program."





Baldrige-Based, Leads by Example: "Confident, Deliberate, Process Driven, Accountable"



"To be recognized around the world as the premier foundation for the promotion of performance excellence in all sectors of the economy."

We will inspire organizations to achieve excellence in all they do with pride and societal responsibility. Together with our stakeholders we will create value through research and deployment of the latest cutting-edge management practices. We will focus on the future and manage for agility, innovation and creativity. Our Baldrige-based role-model performance will result in the Foundation's endowment exceeding \$135 million by 2050.

(Photos courtesy of MBNQA Recipients)

9/25/18

Commitment to Continuous Improvement

\* Stewardshin \* Trust \*

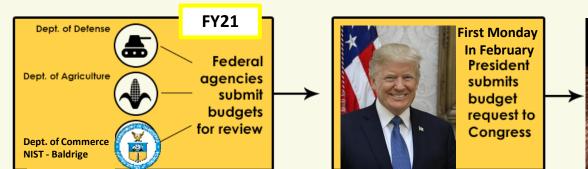
Visionary Leadershin

#### The Annual Federal Budget Process

**FY19** 

**FY20** 

**FY21** 



**Baldrige Performance Excellence Program** 

PRESIDENT'S FY 2020 BUDGET

**REQUEST TO CONGRESS** 

STANDARDS AND TECHNOLOGY

FY 2018 Enacted: \$2.2 million V 2019 Enacted: \$2.2 million FY 2020 Request: \$2.2 million (09

12 House House House **Appropriations Appropriations** floor subcommittee Committee vote markups & votes markup Conference Commerce, Justice, committee Conference Science budget Committee and Related Agencies resolution Subcommittees 12 Senate Senate Senate Appropriations Appropriations

Committee

markup

#### RULES COMMITTEE PRINT 115-66

TEXT OF THE HOUSE AMENDMENT TO THE SENATE AMENDMENT TO H.R. 1625

[Showing the text of the Consolidated Appropriations Act, 2018.]

In lieu of the matter proposed to be inserted by the

Senate, insert the following:

#### I SECTION 1. SHORT TITLE.

This Act may be cited as the "Consolidated Appro-

3 priations Act, 2018".

#### 4 SEC. 2. TABLE OF CONTENTS

- Sec. 1. Short title, Sec. 2. Table of contents.
- Sec. 2. References. Sec. 4. Explanatory statement. Sec. 5. Statement of appropriation
- Sec. 5. Statement of approp Sec. 6. Availability of funds. Sec. 7. Adjustments to come

DIVISION A-AGRICULTURE, RURAL DEVELOPMENT, FOOD AND DRUG ADMINISTRATION, AND RELATED AGENCIES APPROPRIS TIONS ACT, 2018

Tille I—Agricultural Programs
Tille II—Parm Production and Concervation Programs
Tille III—Parm Droshopment Programs
Tille III—Barm Droshopment Programs
Tille IV—Densette Food Programs
Tille VI—Besset Seiden Assistance and Related Programs
Tille VII—Related Agencies and Food and Drug Administration
Tille VIII—Besset I Proteins

Title I—Department of Commerce Title II—Department of Justice

March 21, 2018 (6:08 p.m.)



President vetoes or signs into law

subcommittee

markups & votes



floor

vote

House

review

& budget

resolution

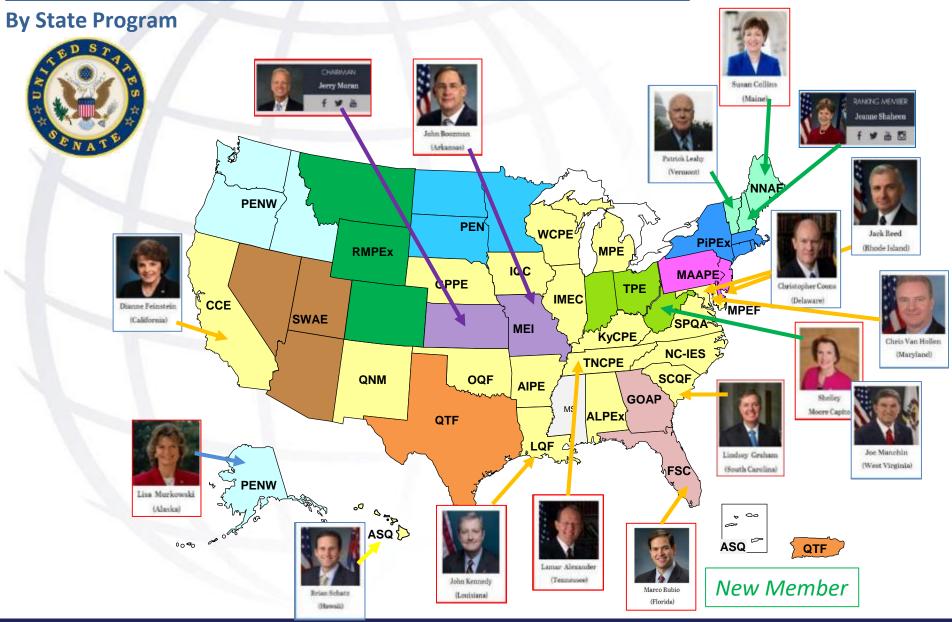
Senate

review

& budget

resolution

#### **US Senate Commerce, Justice, Science Subcommittee**



## US House of Representatives Commerce, Justice, Science Subcommittee



## The U.S. House of Representatives COMMITTEE ON APPROPRIATIONS



Ranking Member

Robert Aderholt, (AL)

Martha Roby (AL)

Steven Palazzo (MS)

Tom Graves (GA)

New Members



Chair
Jose Serrano, (NY)
Matt Cartwright (PA)
Grace Meng (NY)
Brenda Lawrence (MI)
Charlie Crist (FL)
Ed Case (HI)
Marcy Kaptur (OH)

#### Re-engaging the President



"The award that bears his name reflects the virtues that he brought to public service and how he lived in his private life, a commitment to excellence, shrewd judgment and sound judgment, principled leadership, integrity, and a sense of responsibility."

George W. Bush **President of the United States** March 7, 2002



The Foundation for the Malcolm Baldrige National Quality Award

Baldrige Foundation 1717 Pennsylvania Ave. NW Washington, DC 20006 www.baldrigefoundation.org

Foundation Officers

President and CEO: All Faber Baldrige Foundation

Chair: P. George Benson, Ph.D. President, College of Charleston - retired

Vice Chair: Kathryn K. Eggleston, Ph.D. President, Richland College

Secretary: W. Paul Worstell President - retired PRO-TEC Coating Company

Treasurer: Frank W. Fusco Executive Director - retired South Carolina State Government

Past Chair: Debbie J. Collard Director, Program Management, Integratio & Development - retired, Boeing

Foundation Directors

Diane Brockmeier RN, BSN, MHA President and CEO Mid-America Transplan

David R. Gifford, MD, MPH Senior Vice President for Quality and Regulatory Affairs, AHCA/NCAL

The President The White House 1600 Pennsylvania Avenue NW Washington, DC 20500

Dear Mr. President,

On behalf of the Baldrige community nationwide, we respectfully request the honor of your presence to recognize 40 recipients of the Malcolm Baldrige National Quality Award at the 30th Quest for Excellence Conference on April 8-11, 2018, in Baltimore, MD, or at your convenience in the White House this spring.

Thirty-three of the CEO's from national role-model organizations received the nation's highest honor for performance excellence during the Obama administration. However, President Obama was the first, and only, U.S. President since Ronald Reagan to not personally recognize award. recipients during his tenure. It would be a lasting tribute to these organizations who represent thousands of employees from every sector of the economy for you to acknowledge their stellar achievements. Secretary Ross delivered an outstanding address at last year's awards ceremony, noting the Baldrige program's one billion dollar contribution to America's economy each year and congratulated the four 2016 recipients.

Established by Congress in 1987, the award is the highest honor bestowed by the President to U.S. organizations for performance excellence. The Baldrige program continues this legacy today and is making a true difference throughout the nation with an 820:1 return on investment as nal Institute for Standards and Technology (NIST).

> tunity would provide inspiration to the thousands of organizations in re, education, and government who are using the Baldrige Framework to en the economy, increase the quality and access to health care, and

ational Quality Award is "your" award for winning and making America. on's highest honor for achievement by US organizations and the only Presidential seal. These award recipients are role-model organizations pect and admiration of us all.

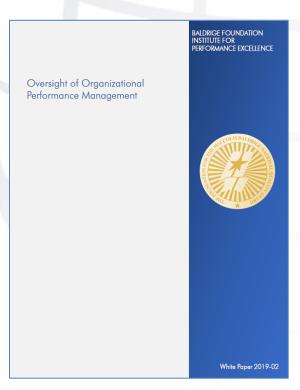
colm Baldrige National Quality Award recipients from the previous ten 's recipients, will continue to inspire organizations across the nation to ile of excellence and selfless-service to our country.

Al Faber President and CEO



#### **National Association of Corporate Directors (NACD)**

- > Several Conversations with Henry Stoever, CMO at NACD
- ➤ Meeting with CEO and C-Suite Team on February 1st
- ➤ NEXT STEP: Collaborate on Joint Opportunities George Benson article and tool for Boards, White paper, etc...





#### **Supporting the Alliance**

83%

2019 Baldrige Fall Conference Set for Nashville – Save the Date.... October 24-25, 2019





### **Fundraising**

## https://smile.amazon.com/



#### **CEO Innovation Roundtable Events in 2019**





- Non-Profit Health Care CEO/Board Chair Roundtable (June 6-7, Atlanta)
- Manufacturing CEO Innovation Roundtable October 15th
- Rural Health Care CEO Innovation Roundtable at UAB 6-7 Nov

Jim Collins

Morten T. Hansen

#### **Foundation Radio Show & Leader Dialogue Website**



http://businessradiox.com/our-studios/gwinnett-2/leader-dialogue/

https://leaderdialogue.com/why-baldrige/



#### **Foundation Leadership Awards**

The 2020 Foundation Awards
Program Submission and
Nomination Packet is available
on the Foundation web site.



- David Spong Lifetime Achievement Award
- Harry S. Hertz Leadership Award
- > Baldrige Foundation Awards for Leadership Excellence:
  - Business (Manufacturing, Service, Small Business)
  - Non-Profit
  - Government
  - Health Care
  - Education
  - Cybersecurity
- Dr. Curt Reimann Baldrige Scholarship



#### **Baldrige Program Update**





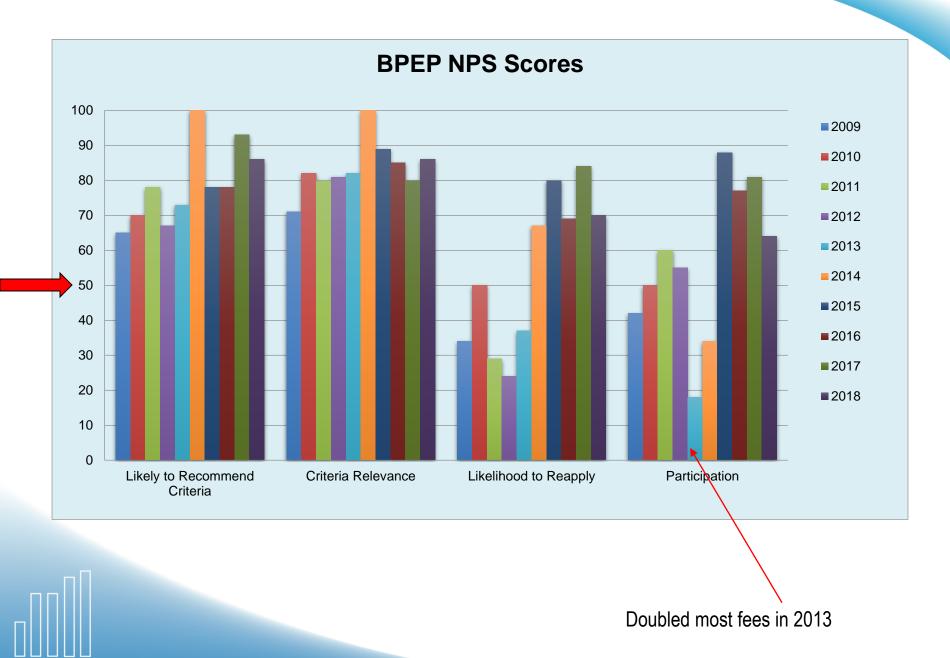
Bob Fangmeyer Director

**Baldridge Performance Excellence Program** 

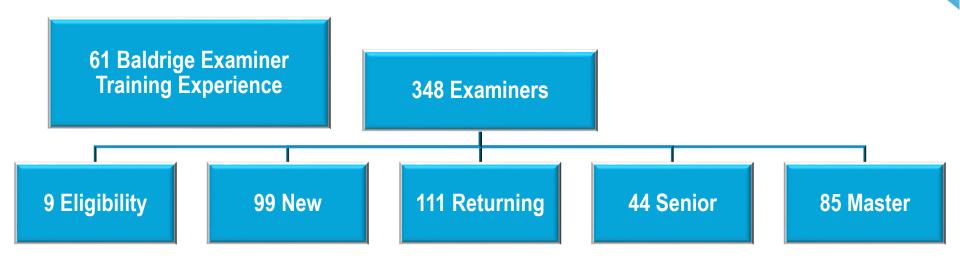


## **Current Program Priorities**

- E&I of QE/Ceremony; exploring future venues
- E&I of Examiner Training
- 2019 Award Process management and oversight
- 2019 Fellows Program
- 2020 Case Study
- Implementation of various mandatory web and IT system upgrades
- Award Process Redesign
- Cybersecurity
- Communities of Excellence 5 year plan
- Enterprise-wide examiner development initiative
- Workforce Development Excellence initiative
- Global Excellence Council



## 2019 Examiner Training



- "Master examiners" must have successfully led a site visit team.

"Best professional development program that I've ever attended."—BETE participant

## 2019 Award Applicants



- 16 health care (14 in 2018)
- 5 nonprofit/gov't (6)
- 3 small business (2)
- 1 education (5)
- 1 service (0)
- 42% (11): first-time applicants
- 10: Alliance program top-tier award
- 1: Alternate eligibility process
- 11 of 21 eligible from 2018 reapplied in 2019.

## **Award Process Redesign**

Objective: Increase efficiency and value, maintain effectiveness

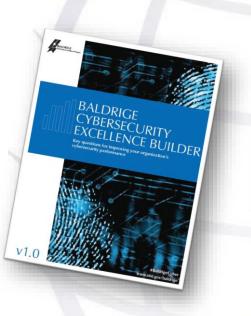
- Maintain integrity and rigor
- Reduce cycle time
- Better utilize examiner resources and enhance value to examiners and applicants
- Improve timeliness, clarity, transparency, and quality of feedback



## **Award Process Redesign - Status:**

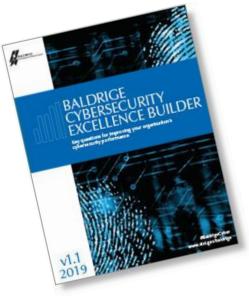
- Additional pilots ongoing, national and state/regional level
- Judges reviewed potential impact on their processes, fully support the proposed changes
- Preparing additional documentation and guidance
- Beginning to consider ways to streamline/improve the application process. [Phase 2 of the redesign effort]
- Determining requirements and options for an integrated application/evaluation on-line tool
- Assuming pilots continue to result in favorable feedback, anticipate going live for the 2021 award process

## **Baldrige Cybersecurity Excellence Initiative**



- Help organizations understand the robustness and effectiveness of their cybersecurity programs and practices
- Help organizations gauge how cybersecurity efforts align with organizational strategy
- Emphasize the tracking and use of performance metrics to drive decision making and improvement
- Aid and encourage effective use of Cybersecurity Framework
- Recognize and share role model best practices

## **Baldrige Cyber - Update**



- March: Baldrige Cybersecurity Excellence Builder, v1.1.
- April workshop: 25 participants
- Case study (University of Kansas Medical Center)
- June: Presentation to 600+ Gartner client organizations
- Presentation to Guidehouse (TBD)
- BCEB users' collaborative (TBD)



## **Workforce Development Excellence**

"Recogniz[e] companies that demonstrate excellence in workplace education, training, and retraining policies and investments, in order to galvanize industries to identify and adopt best practices, innovate their workplace policies, and invest in their workforces."

 Executive Order 13845, Establishing the National Council for the American Worker, July 2018

"Create a new award, modeled after the successful Baldrige Awards, to recognize and promote companies that follow high-road workplace practices."

—The Work Ahead, Council on Foreign Relations, April 2018

#### **Baldrige Executive Fellows Program**

"...performance excellence comes to life!"

Kathy Kearney, John Deere Financial



"The opportunity to learn from other leaders...from manufacturing, healthcare, and service was invaluable"

Dr. Laurel K. Leslie, American Board of Pediatrics

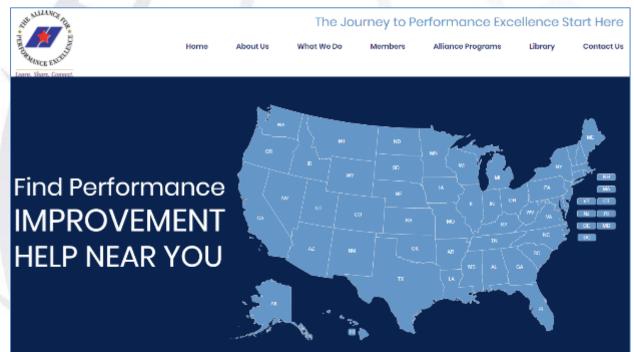
"I highly recommend the experience for anyone looking to differentiate within and beyond their core business" Brian Erling, Centura Health

"True payoff for me and my organization"

Steve Schloss, United States Golf Association



#### **Alliance for Performance Excellence Update**





Brian Lassiter
Chair
Alliance for Performance Excellence

# Reminder: Alliance is National Network of Baldrige-Based Programs

Mission: "Enhancing Our Members' Ability to Grow Baldrige-based Performance Excellence"

**Vision:** To be the premier resource for a thriving Baldrige community

- 29 programs serving 50 states and US Territories
- Nearly 1250 annual applications received (160 full)
- Over 1600 examiners, 34 staff, 460 other volunteers
- Nearly 15,000 members, ~\$9M combined budget



## Key Updates this Quarter

- Planning for 2019 Baldrige Fall Conference Continues
  - October 24-25 at the Gaylord, Nashville
  - Program 90%+ complete great line up of speakers!
  - Sponsorship opportunities available
  - Registration now open: baldrigeconference.org
- Continuing work on one strategic Task Force:
  - Guidelines for lower levels of Tiered Awards
- Launching second Task Force to collaborate with COE 2026 on supporting their program
- Collaborating with Baldrige Enterprise on Task Forces





Baldrige - America's Best Investment

### A Special Thanks to Our Donors & Sponsors!

The Baldrige Family Midge, Molly, & Megan































Richland College















