# The Foundation for the Malcolm Baldrige National Quality Award

"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



"I was proud as a U.S. Senator to vote in favor of the Baldrige Act."... this award has helped us re-focus on the future, on quality, on performance, and most importantly maybe, on innovation."

Joe Biden

"In just a few years, the National Quality Award has literally become the standard of business excellence. And the renewed spirit of excellence in business, of making quality an integral part of America's corporate strategy, has truly, I believe, made us more competitive in the international arena."

George H.W. Bush



"The Malcolm Baldrige National Quality Award, which highlights customer satisfaction, workforce empowerment, and increased productivity, has come to symbolize America's commitment to excellence."

**Bill Clinton** 

"I always prized the quality of Mac's vision. He had the capacity to look up from the dust of the plains to see the distant mountains."

Ronald Reagan



America's Best Investment

# Presents:

Baldrige Enterprise Update

June 26, 2024



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































# Mac Baldrige Society Institute Trustees





























### **Opening Remarks/Agenda**

Introduction

**Guest Presenters** 

Bob Fangmeyer, Director, Baldrige Program, NIST

Al Faber, President & CEO, Baldrige Foundation

Brian Lassiter, Chair, Alliance for Performance Excellence Board of Directors

**Stephanie Norling, Executive Director, Community of Excellence 2026** 

Questions from the Audience

**Closing Remarks** 

Al Faber, Moderator

# Baldrige Performance Excellence Program Robert Fangmeyer, Director BPEP



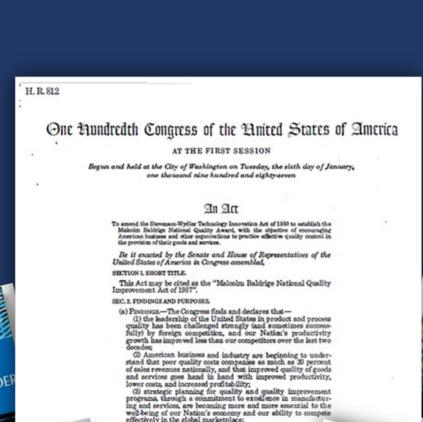


# Baldrige Program Purpose/Mission



To improve the quality, performance, and long-term success of businesses and other organizations by

- Recognizing role models
- Fostering the adoption of proven practices
- [Fostering a nation-wide ecosystem]



# Baldrige Program Update



# **Baldrige Reimagined**

- Progress on Key Elements
- Transform the Baldrige Award
- 2024 Award Process



# Baldrige Reimagined



### 1. Enhance Relevance

- ✓ Refocus the program, award, and other offerings on a recognized need/national priority: enhancing "resilience and long-term success"
- ✓ Identify and strengthen connections to, and support of NIST/DOC priorities

### 2. Transform the Award

- ✓ Eliminate/lower barriers to participation, but retain rigor and integrity
- ✓ Redesign evaluation to focus on identifying role models
- ✓ Enhance and expand recognition opportunities
- > Proactively recruit high-performing, industry leading organizations

# Baldrige Reimagined



# 3. Enhance Accessibility

- Make current offerings more user friendly and accessible, better leveraging technology
- Design future offerings to address specific needs, leveraging technology and various channel partners for distribution

# 4. Strengthen the Baldrige Ecosystem

- > Establish strategic partnership with NIST MEP
- Establish other strategic collaboration/partnership opportunities (such as AME, ASQ, EDA, SBA, ISO/ANSI, etc)
- Enhance alignment, integration, and efficacy of the Baldrige Enterprise

# Transform the Baldrige Award



1. Recognize role models of resilience and long-term success

"In today's world, change and disruption are a constant threat to an organization's success and sustainability. Resilience isn't just bouncing back to a prior state after a disruption, it is being ready and able to adapt, innovate, and thrive in an ever-changing, dynamic environment."

- 2. Eliminate/lower barriers to participation
  - Simplify the award criteria and minimize application requirements
  - Streamline the evaluation process & cycle time
  - Modify the fee structure
- 3. Create a pre-screen process that leverages existing industry recognitions
  - Drucker Institute's Company Rankings
  - JUST Capital's Company Rankings
  - Others?
- 4. Enhance and expand recognition opportunities
  - Site Visited organizations recognized as "finalists"
  - Incorporate "Special Recognition for..."



# 2024 Award Process



- Application Process
- Key Milestones
- Application Evaluation
- Output



# **Application Process**



### New On-line Application Platform

### Primary focus is on key performance results...

- Limited number of charts/graphs/images
- Limited descriptive text
- Requested trends, comparisons, and segmentation
- Organized under 8 criteria sections

### One process question per criteria section

However, key processes not evaluated until site visit

### Application Forms/Eligibility

Organizational Profile

### Results provided for:

- Leadership and Governance (4)
- Strategy (3)
- Operations (4)
- Operational Continuity (3)
- Workforce (6)
- Customers and Markets (4)
- Community Engagement (2)
- Finance (2)

The award criteria are derived from concepts and content found in the Baldrige Excellence Framework and informed by research on organizational resilience.

# Key Milestones



### **Application Evaluation** (April 23 to June 4)

- Independent Analysis
- Team Consensus

### Site Visit Determination (Judges – June 20)

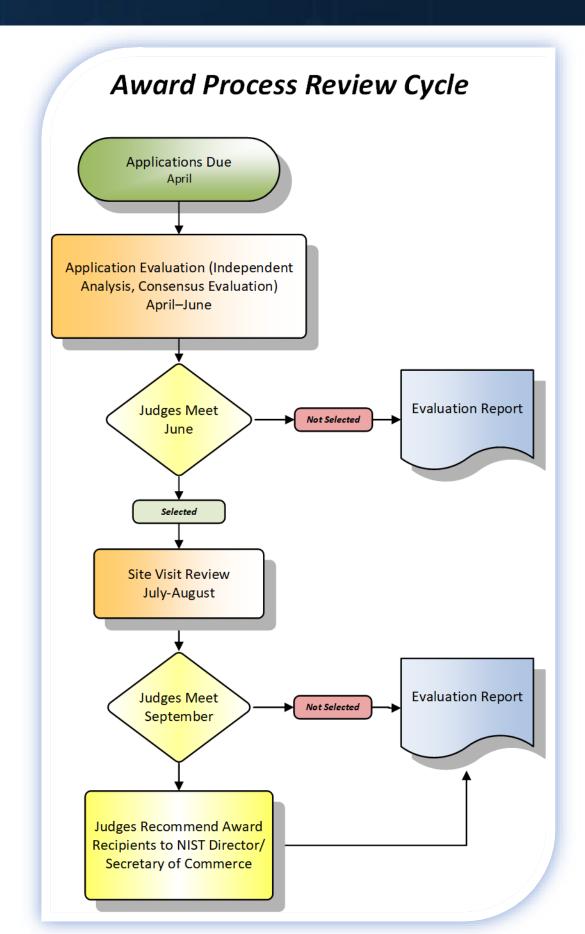
• Blinded summary data from Consensus Review

### Site Visit Review (June 21 to Aug 9)

- Applicant data call (due 7/10)
- Planning and preparation (until 7/21)
- Virtual and in-person engagement (7/23 8/1)
- Post site visit activities (until 8/9)

### Award Recommendations (Judges – Sept 9 to 13)

Review all available data and information in advance



# Application Evaluation



- 5 experienced examiners per team
- Simplified rubric used to evaluate results
- Individual Analysis using standard worksheets
- Team consensus on
  - Evaluation Factor ratings and Summary Evidence
  - Criteria Question ratings
  - Criteria Section ratings and Rationale

	Levels and Trends	Comparisons	Relevance	
Low (Reactive)	Results are not responsive to the question or demonstrate adverse performance.	Comparisons to competitors or industry benchmarks are not presented or demonstrate inferior performance.	Results are not presented for areas of importance.	
Med (Mature)	Results responsive to the question are presented and demonstrate satisfactory performance.	Comparisons to competitors or industry benchmarks are presented and demonstrate equivalent performance.	Some results presented are for areas of importance.	
High (Role Model)	Results responsive to the question are presented and demonstrate favorable performance.	Comparisons to competitors and industry benchmarks are presented and demonstrate superior performance.	Most results presented are for areas of importance.	
High (Role Model)	question are presented and demonstrate favorable performance.	and industry benchmarks are presented and demonstrate superior performance.	Most results presented are for areas of importance.	

# Team Consensus

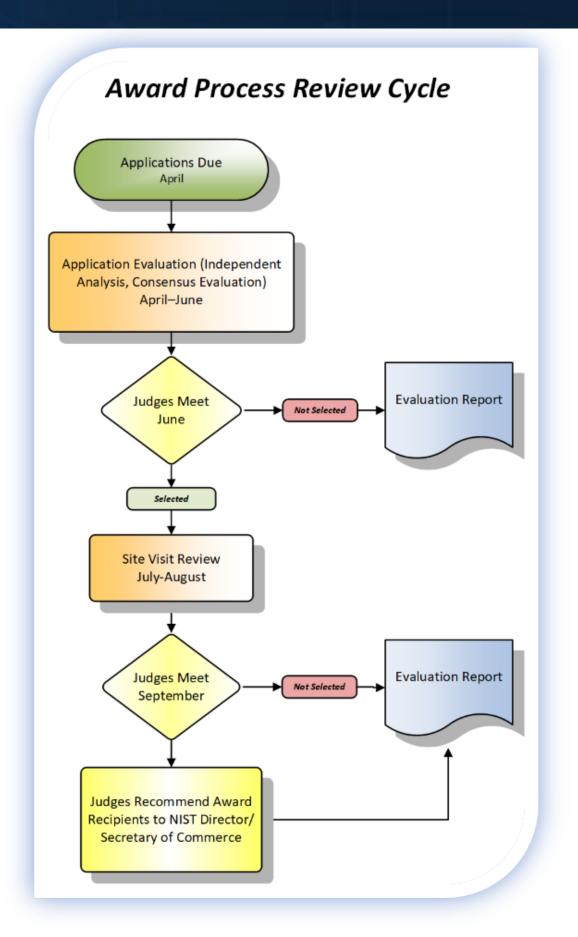


Leadership/Governance		Levels and Trends	Compariso ns	Relevance	Supporting Evidence	Overall
1	Briefly describe and/or depict your Leadership and Governance processes and/or systems, including processes for succession planning and for two-way communication.	Process questions not evaluated before site visit. Provides context for results and will be useful for Site Visit planning				
2	What are your results for the effectiveness of senior leaders' engagement and communication by key workforce segments (ex. workforce ratings of leaders)?	High	Medium	High	L/T: Leadership effectiveness and communication are two metrics in the annual WF Sat Survey; Both demonstrate consistently high levels,  Comp: Better than industry average, but only slightly better than best competitor.  Rel: Good segmentation, but missing breakout of hybrid WF.	High
3	What are your results for the effectiveness of senior leaders' engagement and communication by key customer and stakeholder segments?	High	High	IVIEGIIIM	<u>L/T</u> : Despite covid dip, Top 5 customers (85% of business) and Partner organizations demonstrate consistently high and <u>Comp</u> : Significantly better performance than next best competitor; <u>Rel</u> : Not evident that there is much engagement with remaining 15% of customers, or that	High
4	What are your results for leadership and governance accountability (e.g., internal and external audits and assessments, certifications and accreditations)? [Comparisons not expected]	Medium	N/A		<u>L/T</u> : Internal and external audit results are consistently very good, but <u>Rel</u> : Data is not presented for certifications referenced in the OP.	Medium
5	What are your results for grievances and complaints, including safety, EEOC and ethics?	High	Medium	Medium	L&T: Results presented show favorable levels and trends for all, with improved perfromance during pandemic that is now moderating back to pre-pandemic levels;  Comp: Not all measures have comparisons, but those shown are above 75th percentile.  Rel: App states they do not track ethics as a separate measure, reflected in other data	Medium
	Leadership and Governance Overall Rating				Need clear rationale for the overall rating for Leadership and Governance based on ratings and supporting evidencenot just numeric count or average of the ratings.	HIGH

# Site Visit Review



- Purpose of Site Visit
- What's changed
- What will be evaluated
- How it will be evaluated
- Outputs



# Site Visit Objectives



### Verify key results, assess processes/systems, and explore role-model characteristics

- Request and review additional data and information prior to, and as needed, during the site visit
- Engage in dialogue with applicant leadership and others as appropriate
- Conduct Highest-Ranking Official (HRO) interview
- Ensure adequate information for Judges

### What's different?

- 6 Examiners per Team
- Hybrid approach
- Simplified evaluation rubric
- Standardized set of "deep-dive" and "validation" questions
- Need to explore and document potential Best Practice Spotlight recognition

# **Process Evaluation**



- Simplified rubric
- Considers all information provided and learned during site visit
- Team consensus on
  - Evaluation Factor ratings and Summary Evidence
  - Criteria Section ratings and Rationale
  - Results of process validation including supporting evidence for all "NO"s

	Approach	Deploy	Evaluate	Improve	Align and Integrate	
LOW (Reactive)	Approaches not present or not systematic (adhoc)	Ideniovment, missing	Inconsistent or missing evaluation of key approaches.	No evidence of Improvement of key approaches based on evaluation.	No alignment or integration	
MEDIUM (Mature)	Most key approaches are systematic (regular and consistent); some are not.	Deployed to most key segments/ stakeholders.	Most key approaches are systematically evaluated using data and information.	Most key approaches demonstrate improvement based on evaluation.	Alignment with organizational needs	
HIGH Role Model)	systematic (regular and consistent)  All key approaches are Deployed to all key segments/stakeholders.		All key approaches are systematically evaluated using data and information.	All key approaches demonstrate improvement based on evaluation and some innovation.	Alignment with organizational needs and integrated with related processes	
HIGH Role Model	All key approaches are systematic (regular and consistent).	Deployed to all key segments/stakeholders.	systematically evaluated using data and information.	demonstrate improvement based on evaluation and some innovation.	organizational needs and integrated with related processes	

# Site Visit Outputs



- 1. Updated evaluation of results, as appropriate
- 2. Evaluation of key processes to include rating of evaluation factors and supporting evidence
- 3. Results of process validation including supporting evidence
- 4. Overall process and results ratings for each criteria section based on all evidence compiled throughout the process
- 5. Which key processes/activities examiners think might be worthy of special recognition

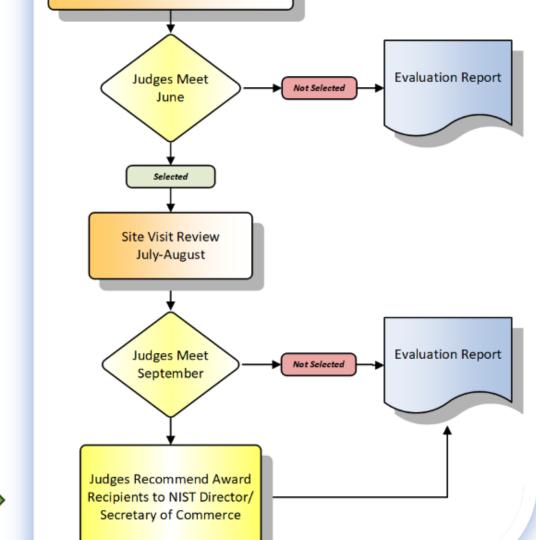
# Award Recommendations



Role models of resilience and long-term success

### Virtual Judges Meeting- September 9 to 13

- Avoid all real or perceived conflicts
- Review all data and information in advance
- Dialogue with Examiner Team Leader
- Dialogue with each other
- Consider potential podium issues
- Vote Super-majority needed
- Recommendations made to NIST Director, then Secretary of Commerce



**Award Process Review Cycle** 

**Applications Due** 

Application Evaluation (Independent Analysis, Consensus Evaluation)



# 2024 Award Applications





- New online application created inhouse
- 29\* eligibility applications submitted
- 16 applications received
- ~170 Examiners trained
- 80 Examiners utilized through consensus
- advanced to site visit

Early lessons learned

# Questions?

### **President & CEO Update**

# BALDRIGE



## Four Strategic Imperatives

" Ensure the long-term financial growth and viability of the **Baldrige Performance** Excellence Program..." Priority #1. Restore PERn the Federal Budget and the

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

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

Platinum Transparency 2024

Candid.

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

SPIRIT AWARD Baldrige

Foundation

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 Baldrigebased role-model performance will result in the Foundation's endowment exceeding

\$135 million by 2050.

### **FUNDRAISING**

CHIME

**ADVOCACY** 

President's Agenda.

### Message

STRATE@UDGET- ACCOUNTABILIT

ORGANIZATIONAL ALIGNMENT:

Bold, Dynamic, Inspirational Message Build and Grow Constituency Strategic Communications (Internal/External) Media Relations – Print, TV, Radio, Internet Announcements Online & Print Advertising Leverage Social Media

### **Fundraising**

Small Donations, Major Gifts, Planned Giving Combined Federal Campaign with State Programs, Business Partnerships/Institute for Performance Excellence Mac Baldrige Society

### **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 Adding Value to the Enterprise Process Driven Institute for Performance Excellence

**Commitment to Continuous Improvement** 

Stewardship

Trust \*

Visionary Leadership \*

### **Advocacy Update**

Commerce, Justice, Science, and Related Agencies

118<sup>th</sup> Congress



Jeanne Shaheen, D-NH (Chair)



Jerry Moran, R-KS (Ranking)

Jack Reed, Rhode Island
Chris Coons, Delaware
Brian Schatz, Hawaii
Joe Manchin, West Virginia
Chris Van Hollen, Maryland
Jeff Merkley, Oregon
Gary Peters, Michigan
Martin Heinrich, New Mexico

Lisa Murkowski, Alaska
Susan Collins, Maine
Shelley Moore Capito, W. Virginia
John Kennedy, Louisiana
Bill Hagerty, Tennessee
Katie Britt, Alabama
Deb Fischer, Nebraska



Hal Rogers R-KY (Chair)



Matt Cartwright, D-PA (Ranking)

Robert Aderholt, Alabama
John Carter, Texas
Ben Cline, Virginia
Mike Garcia, Calafornia
Tony Gonzales, Texas
Andrew Clyde, Georgia
Jake Ellzey, Texas



Grace Meng, New York
C.A. Dutch Ruppersberger, Maryland
David Trone, Maryland
Joe Morelle, New York

## **UPDATE:**

**FY2024 Federal Budget Request** 

FY2025 In Progress....

Malcolm Baldrige Performance Excellence Program.—The recommendation includes up to \$2,700,000 for the Malcolm Baldrige Performance Excellence Program to provide the necessary funding for NIST to finalize new best practices and criteria framework for the authorized Baldrige Communities of Excellence program. The Committee encourages the program to build additional partnerships and self-assessment tools to assist organizations with cybersecurity risk management.











### **GuideStar (now Candid) Platinum Rating**

The Foundation has achieved the 2024 Platinum Seal of Transparency Rating on Candid, the world's largest source Seal of Transparency of information on non-profit organizations. This rating places the Foundation in the top 0.1% of charities nationally in terms of transparency.

https://www.aaaaifoundation.org/who-we-are/guidestar-gold-rating

Platinum Transparency **2024** 

Candid.



# **Mac Baldrige Society Institute Trustees**

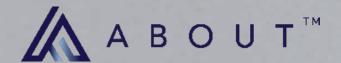




























### **CEO** Roundtables









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



The Journey to Performance Excellence Starts Here

Home About Us Members Events & Training Contact Us





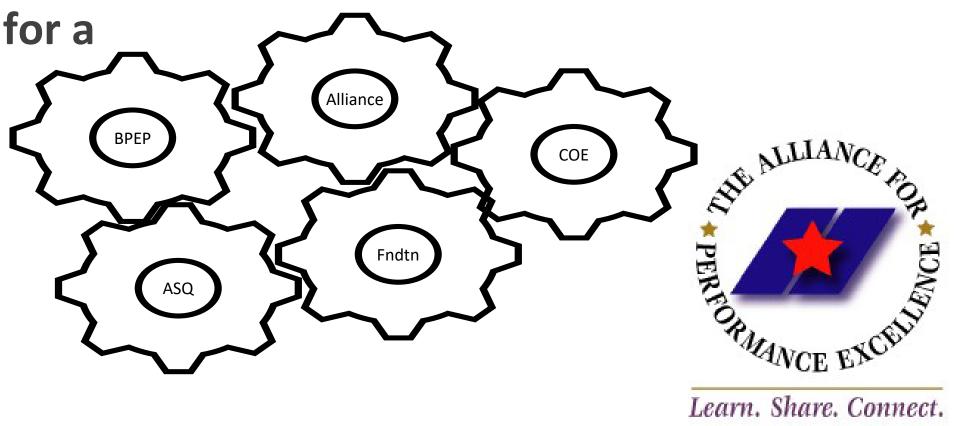
Brian Lassiter
Chair
Alliance for
Performance
Excellence

# (re)Introducing Alliance for Performance Excellence

- Founded in 2005, the Alliance for Performance Excellence is the network of Baldrige-based programs and other members supportive of performance excellence.
- Purpose: To inspire individuals, organizations, and communities across the U.S. and the world to learn, implement, and achieve performance excellence.
- Mission: To strengthen members through training, mentoring, collaboration, and sharing of resources, best practices, and service offerings.

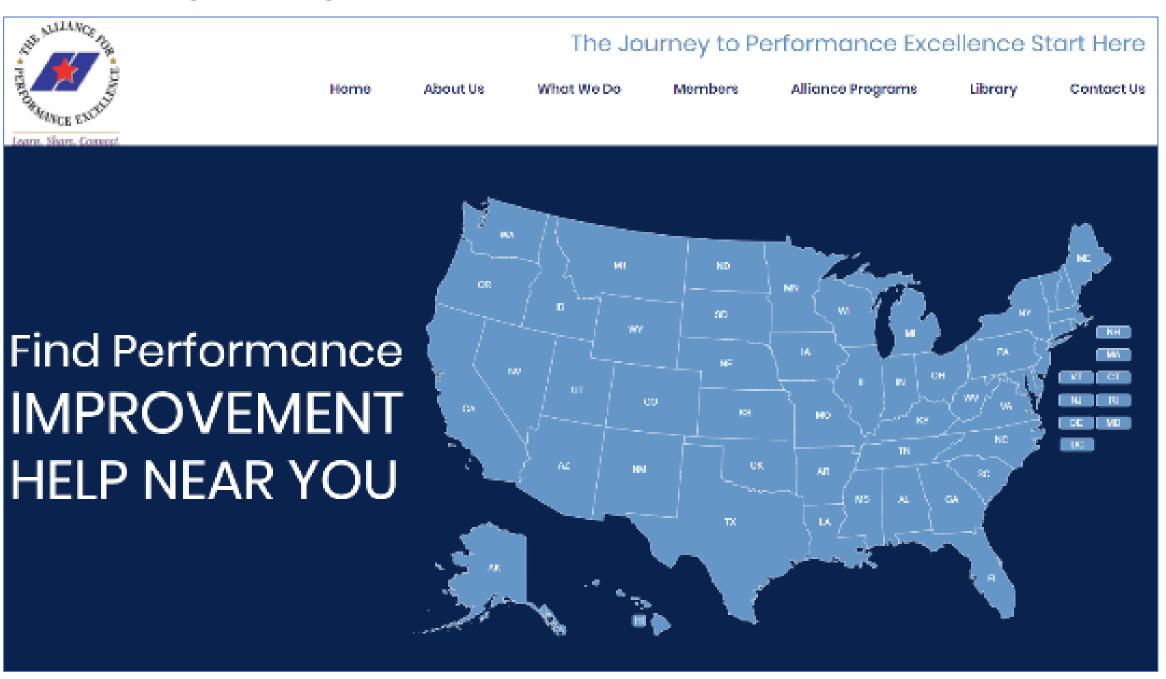
 Vision: to be the premier resource for a thriving Baldrige community.

- Core Values:
  - Act with Integrity
  - Value People
  - Collaborate
  - Focus on Excellence



# A National/International Footprint

Local, State, Regional Programs:



### National/International Programs:

- American Health Care Association (AHCA), National Center for Assisted Living (NCAL), Washington DC
- Communities of Excellence 2026, San Diego
- Sterling International, Kuala Lumpur

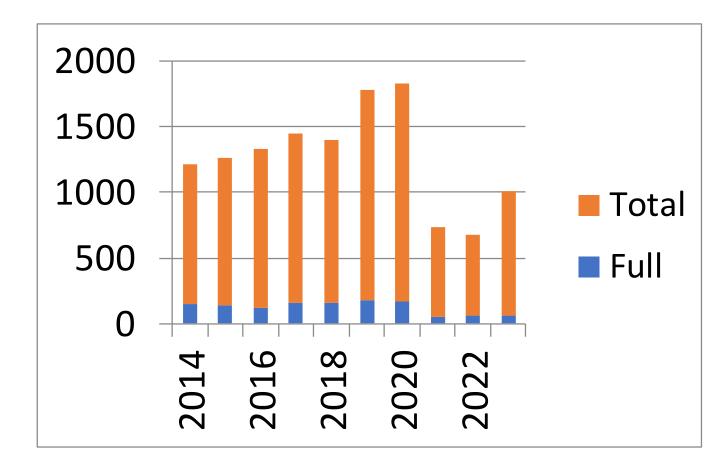
### **Other Members:**

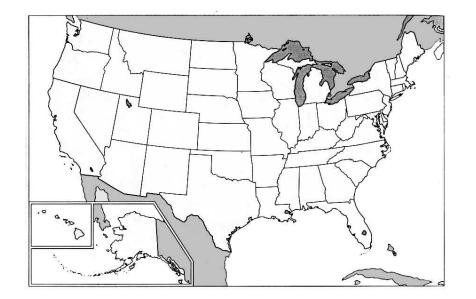
- Stratex Solutions, Kansas City
- Walden University, Minneapolis
- Mike Belter, Columbus
- Jan Garfield, Virginia



# 2023 Alliance Statistics

- 27 Baldrige-based programs serving all 50 states and US Territories
- 941 Applications received (up from 617)
   63 full 50 page (up from 59)
- 998 Examiners trained (up from 970)
- 14 Top Level Recipients
- 10 Conferences (hosted 1543 attendees)
- 25 Paid staff (up 4), 184 non-examiner volunteers
- ~\$9M\* Combined budget
   \* estimate







### **Purpose**

To inspire individuals, organizations, and communities across the US and the world to learn, implement, and achieve higher levels of performance.

### Mission

To strengthen members through training, mentoring, collaboration, and sharing of resources, best practices, and service offerings.

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

**Value Proposition:** The Alliance for Performance Excellence is a collaborative network that provides members with credibility as well as access to resources and knowledge that strengthen their ability to engage and deliver Baldrige-based services to customers.

### **2024 Strategic Priorities**

### 1. Changes due to implications of Baldrige Reimagine

- Reevaluate Top Tier requirements
- Develop discontinued tools (i.e. Case Study, AWMP)
- Determine future eligibility criteria
- Identify components of national process to be adopted by Alliance & pathway from Alliance programs to national

### 2. Operational effectiveness

- Contract part-time administrative position to support secretary, treasurer, committees, etc.
- Return to financial stability breakeven or better

### 3. Host successful Baldrige Fall Conference

- Return to financial stability & increase attendance
- Contract part-time conference planning support

### 4. Alliance refresh

- Rebrand update name/logo/colors/tag line
- Refresh website

### **Core Values**



Act with Integrity: are honest, ethical, authentic, transparent and respectful.



Value People: show respect, professionalism, empathy, and inclusion for all people – members, customers, volunteers, and partners.



Collaborate: share ideas, best practices, resources, and achieve understanding with other members; partner with other organizations, and jointly solve problems.



Focus on Excellence: embrace systems-based improvement and learning for organizations and communities.

	2023	2024			
Alliance Scorecard	Actual	Target			
Member Engagement					
Member Satisfaction - NPS	7.4	10			
Members Good Standing (Comp. Criteria)	86%	90%			
Dues discount % (Discounts/Dues)	36%	36%			
Building Lasting Stakeholder Relationships					
Conference Attendance	256	350			
Conference Survey Results - NPS	62	62			
Conference Sponsorships/Exhibitors	\$3,700	\$5,000			
Financial Performance					
Net Operating Income	-\$81,000	\$2,000			
Net Income	-\$50,568	\$2,000			
Conference Profit Margin	-\$31,093	\$30,000			
Dues Collected	\$23,000	\$23,000			
Current Assets	\$249,602	\$250,000			

Revision 7May2024

# Learn More!...

Attend the 2024 Baldrige Fall Conference,
 October 29-30 (with Communities of
 Excellence 2026 conference October 28-29)
 in Coral Gables, Florida!

Explore the value of getting started

 (or accelerating) your journey to excellence
 using Baldrige, contact your Alliance
 member program at <a href="http://baldrigealliance.org">http://baldrigealliance.org</a>





# communities of excellence 2026



"For America to sustain its vitality, promote opportunity, and create a more equitable society during its second 250 years of existence, we must improve the performance of communities and the people who lead and live in them."



Stephanie Norling Executive Director Communities of Excellence 2026

# **Foundation Statement**

For America to sustain its vitality, promote opportunity, and create a more equitable society during its second 250 years of existence, we must improve the performance of communities and the people who lead and live in them.

Why We Exist: To ensure that every person in America has the opportunity to live their best life in communities that are thriving.

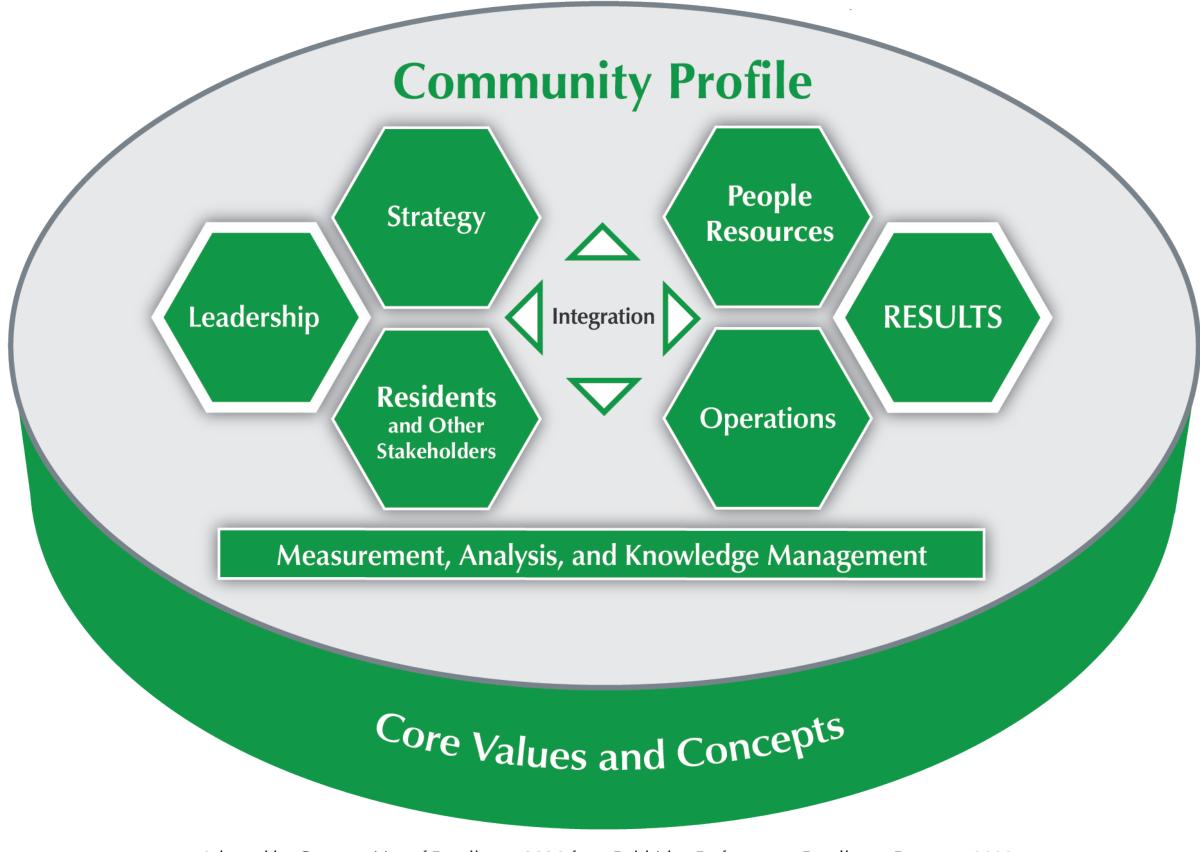
Envisioned Future: Communities that adopt the Baldrige-based Communities of Excellence Framework are recognized as the top-performing in the nation and are catalysts for our country to again lead the world in educational attainment, economic prosperity, health and wellness, and quality of life.



# Communities of Excellence Framework:

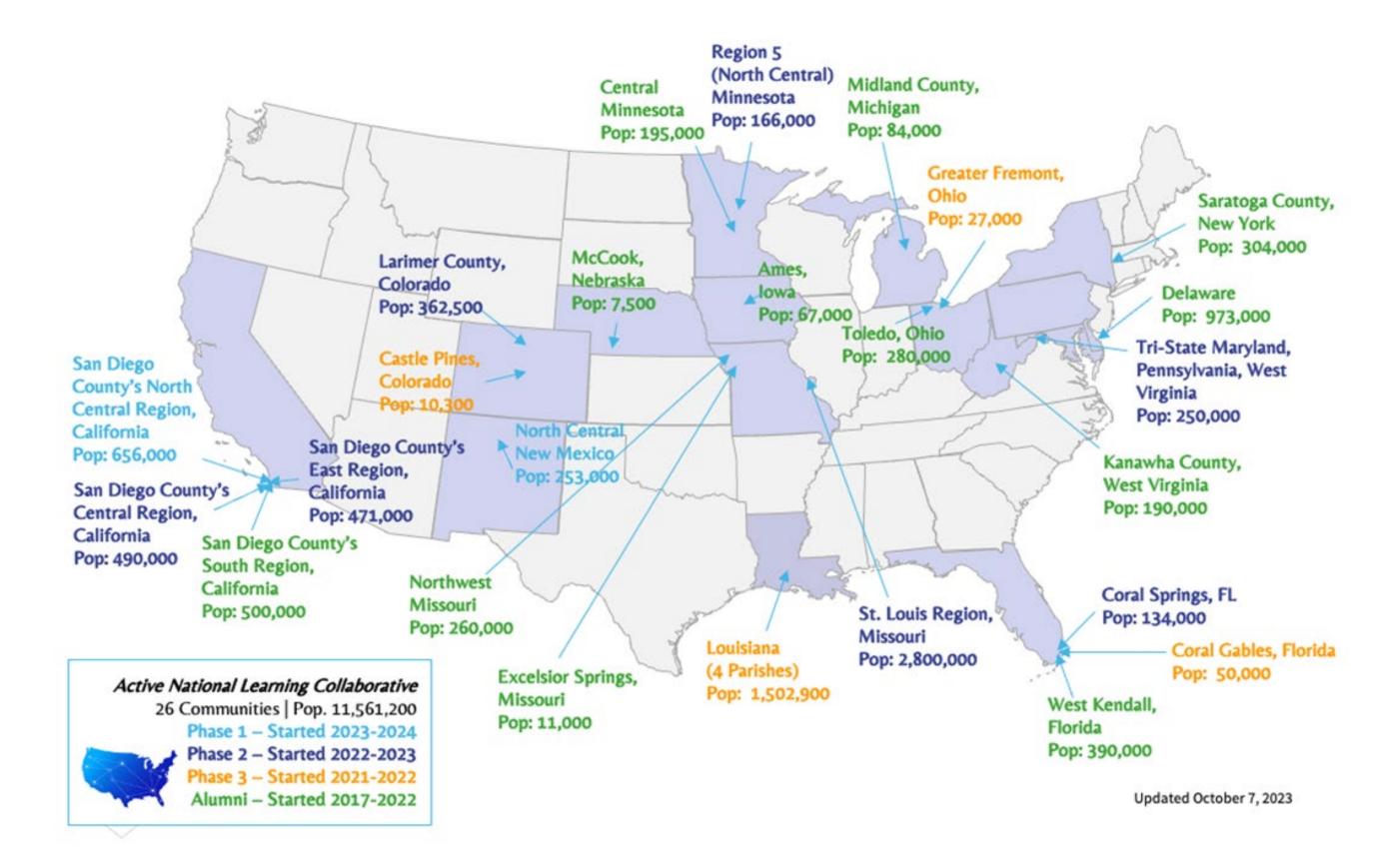
THE CRITERIA FOR COMMUNITY PERFORMANCE EXCELLENCE





Adapted by Communities of Excellence 2026 from Baldridge Performance Excellence Program. 2023. 2023-2024 Baldrige Excellence Framework®; Proven Leadership and Management Practices for High Performance. Gaithersburg, MD: U.S. Department of Commerce, National Institute of Standards and Technology. https://www.nist.gov/balridge.

# **Communities Invovled**



# 2024 Assessment Program



- 13 Applications
- 9 Level 3 (Full Application) including 6 eligible for judging
- 56 Reviewers
- New Reviewer Training
- Updated Application Process





# **COE Common Community Scorecard**

THE INDICATORS (a.k.a. Primary or KEY Metrics)

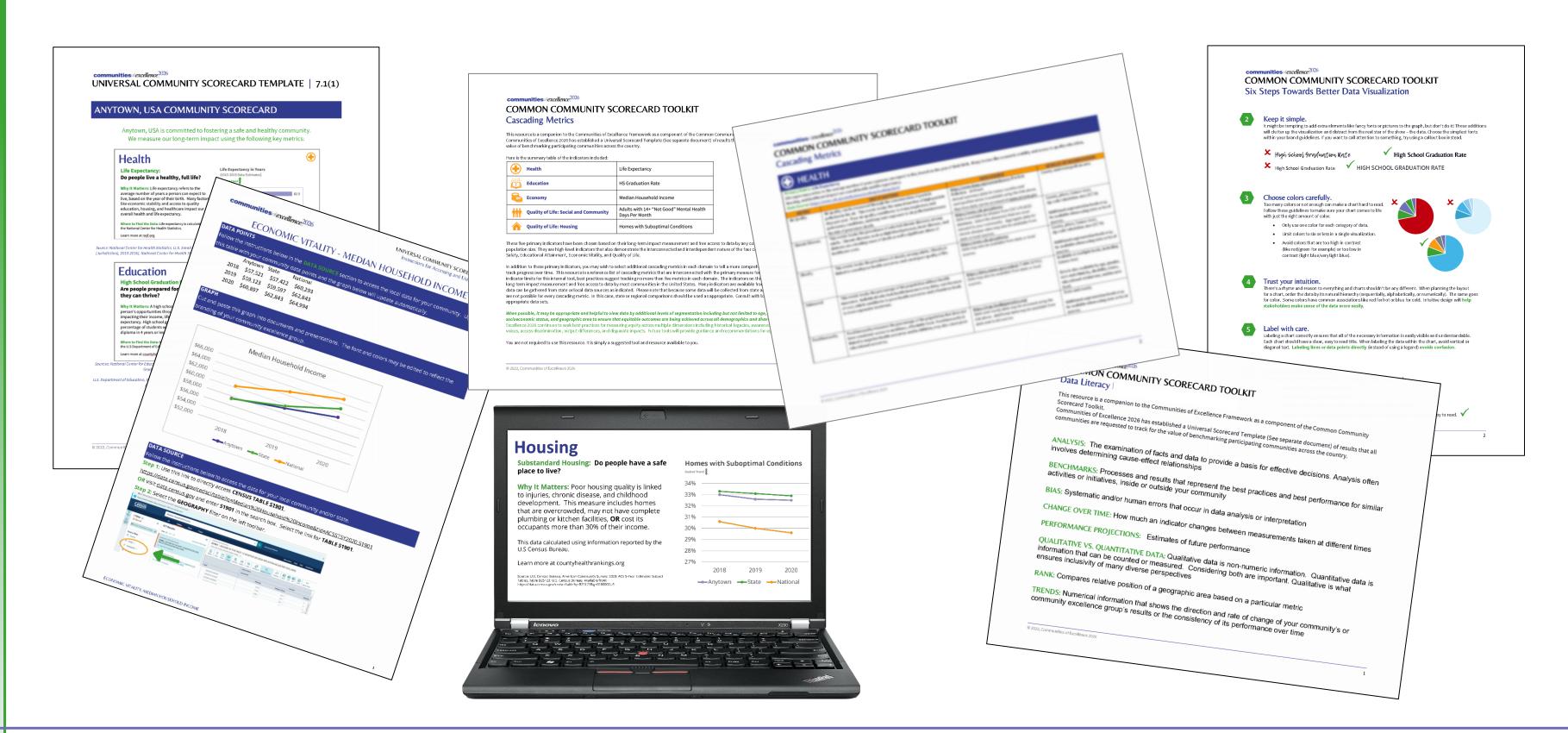
Health	Life Expectancy
<b>Education</b> HS Graduation Rate	
Economy	Median Household Income
Housing	Homes with Suboptimal Conditions
Quality of Life: Social and Community	Adults with 14+ "Not Good" Mental Health Days Per Month

# The Common Community Scorecard Toolkit

### **INTENDED OUTCOMES:**

- 1) Empower community excellence groups with the necessary information to engage with residents, other stakeholders, partners, and collaborators on specific outcomes.
- 2) Provide updated, relevant, timely tools, resources and information (data) to support ongoing awareness, education, and engagement across various communities.
- 3) Drive progress towards the COE Common Community Scorecard indicators and shared community-specific strategic objectives.

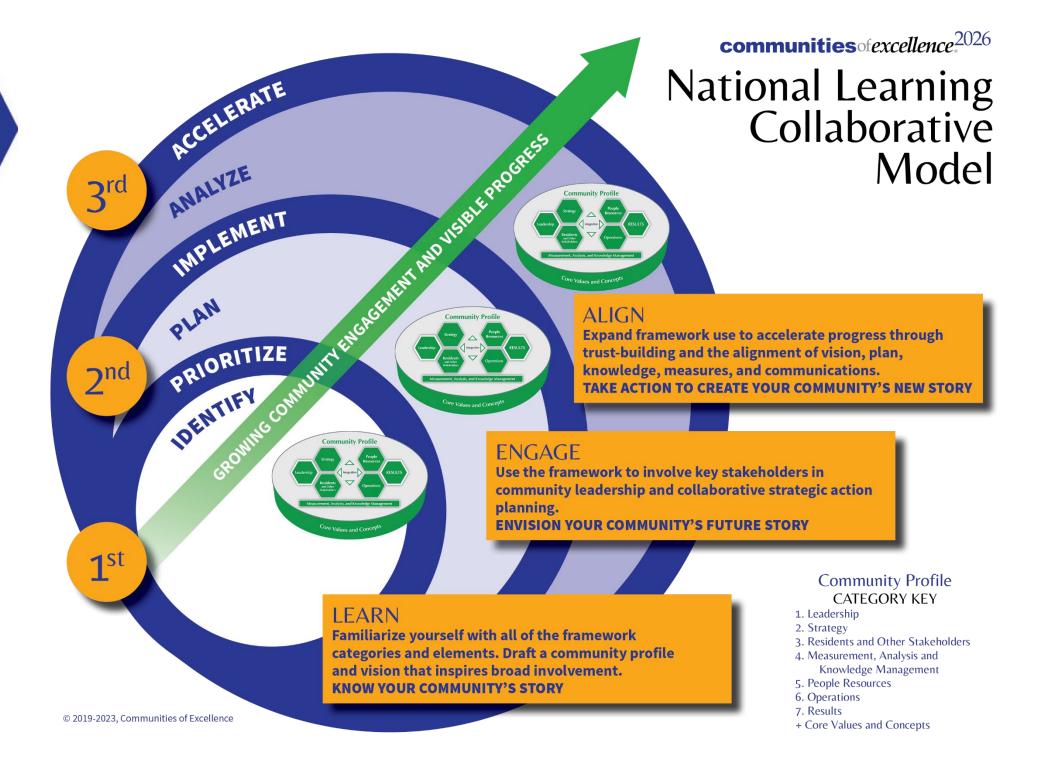
# The Common Community Scorecard Toolkit



# communities of excellence 2026 National Learning Collaborative

We believe communities can achieve . . .

- EDUCATIONAL SUCCESS
- HEALTH AND WELLNESS
- EQUITABLE OUTCOMES
- OVERALL IMPROVED
   COMMUNITY LIFE



This three-phase experience is designed for communities to align and strengthen their collaborative efforts while learning how to identify, prioritize, and act on strategic advantages, challenges, and opportunities. Multi-sector groups learn in cohorts of several communities that have committed to participate in each phase facilitated over 12 months.

# NEW Social Impact Accelerator

- ✓ Build an effective, inclusive, and collaborative team of leaders that can grow and sustain itself.
- ✓ Adopt our holistic community framework as your roadmap to address your most complex, cross-sector challenges and accelerate your social impact.
- ✓ Support the development and implementation of sustainable social impact projects.
- ✓ Equip participants with essential skills in leadership, community engagement, and project management, and use proven performance improvement and data tools and approaches in language that is easy to understand and designed around your team's readiness and need.





# COE Fall Conference October 28-29 in Coral Gables, Florida



### Panelist Questions and Discussion



Bob Fangmeyer
Director
Baldrige Performance
Excellence Program



Al Faber President & CEO Baldrige Foundation



Brian Lassiter
Chair
Alliance for Performance
Excellence





Stephanie Norling
Executive Director
Communities of Excellence 2026



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































# Mac Baldrige Society Institute Trustees



























