

TPM Peer Exchange

FHWA TPM Framework and Capability Maturity Model (CMM)

Golden, CO

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U.S. Department of Transportation
Federal Highway Administration



TPM Professional Capacity Building Program



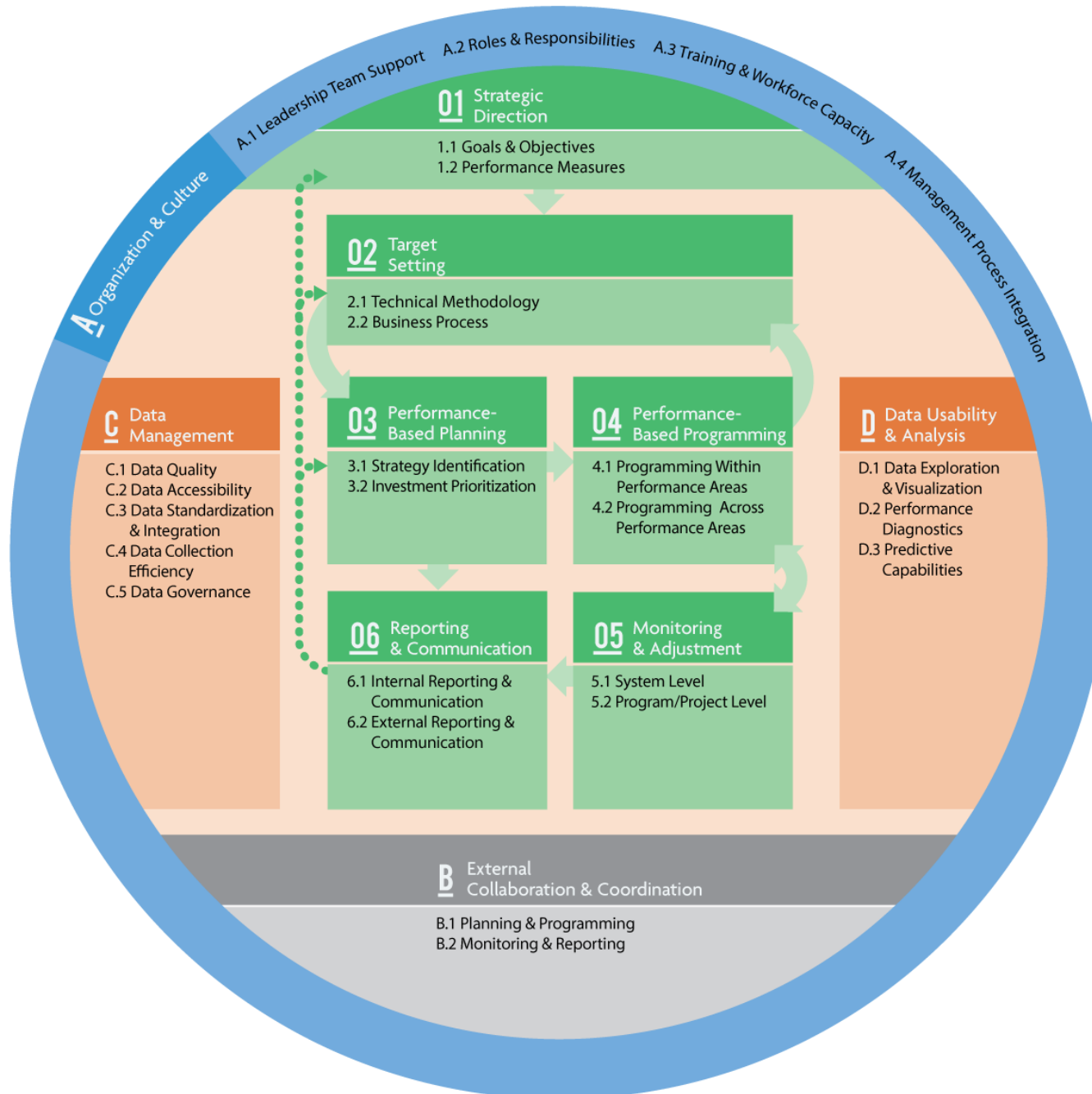
- Goal: to ensure transportation agencies and local partners are prepared to carry out performance-based decision-making
- Elements:
 - FHWA-sponsored training
 - **FHWA-sponsored workshops and peer exchanges (like this one!)**
 - TPM capacity development pooled fund
 - TPM implementation review survey
 - Let's Talk Performance webinar series



Toolbox Elements



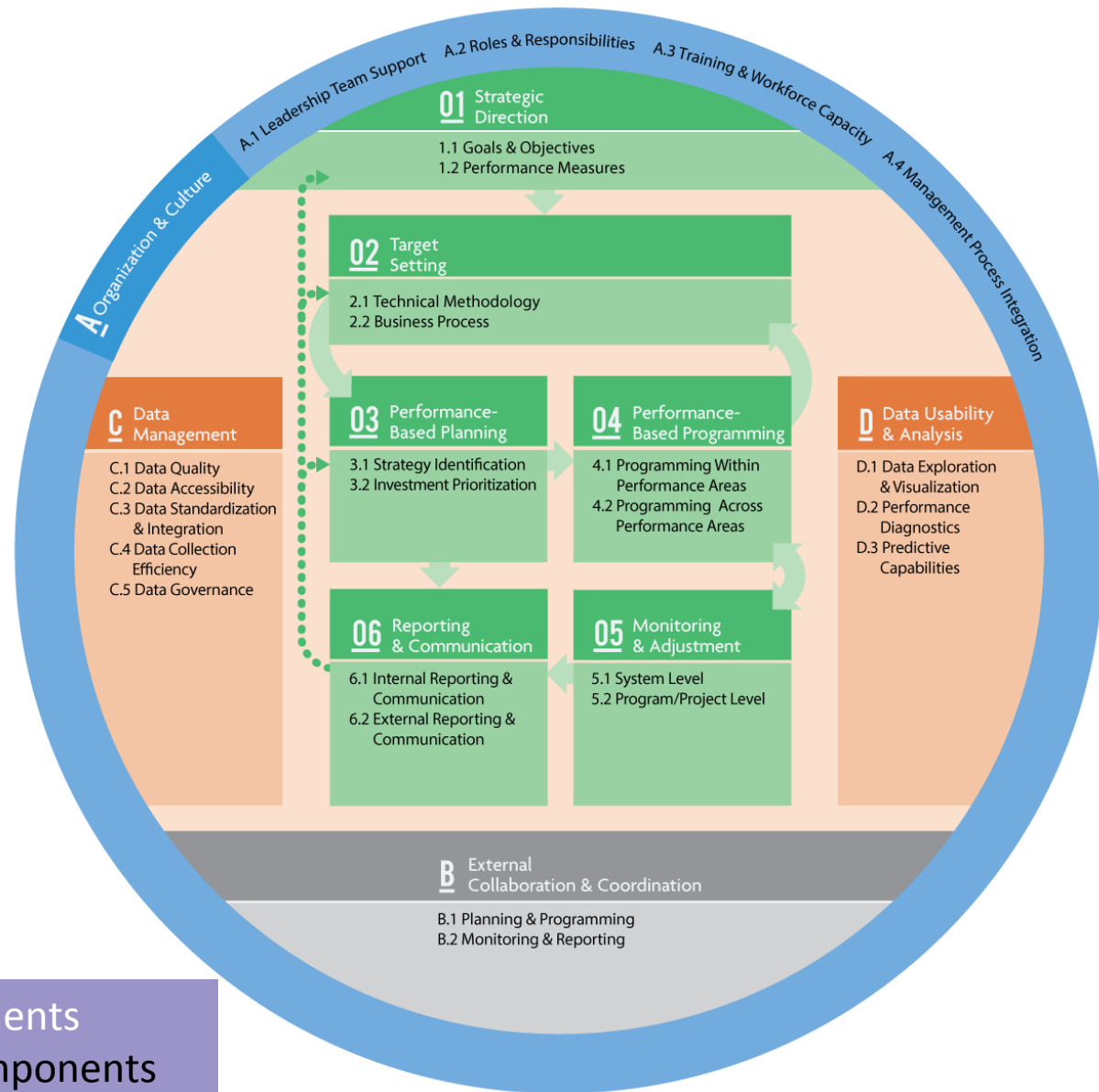
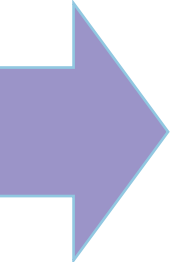
TPM Framework



TPM Framework



- 1. Strategic Direction
- 2. Target Setting
- 3. Performance-Based Planning
- 4. Performance-Based Programming
- 5. Monitoring & Assessment
- 6. Reporting & Communication
- A. Organization & Culture
- B. External Collaboration & Coordination
- C. Data Management
- D. Data Usability & Analysis



CMM has 10 components with 26 Subcomponents

Component A: Organization and Culture



- A** Organization & Culture
- A.1 Leadership Team Support
- A.2 Roles and Responsibilities
- A.3 Training and Workforce Capacity
- A.4 Management Process Integration

CMM: Capability Maturity Model



Purpose

- Assess current state of your agency
- Identify logical set of improvements
- Show benefit of moving to higher maturity levels

TPM CMM

- Assesses maturity on 1-5 scale
- For each TPM Component



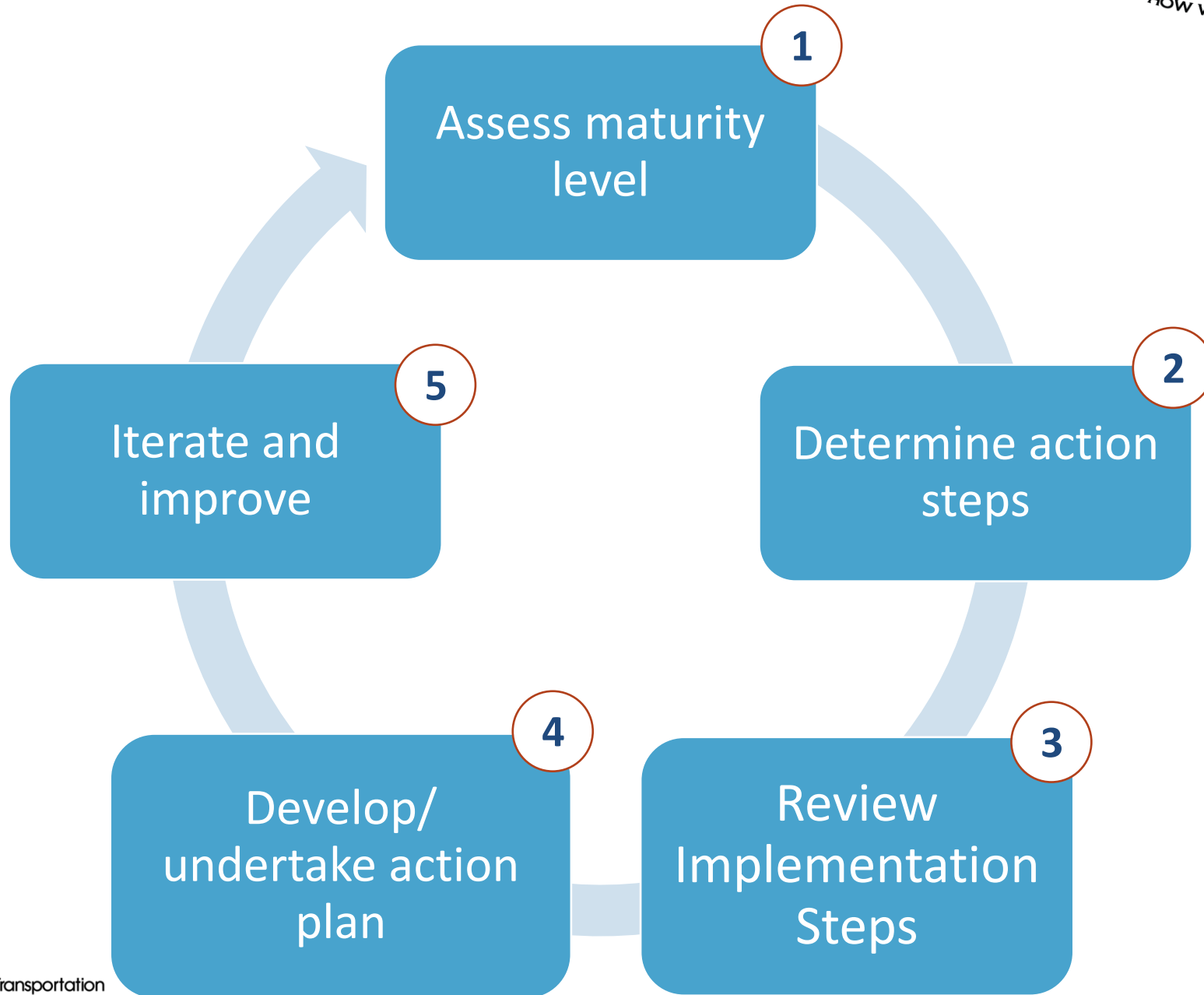
TPM CMM Levels of Maturity



Level	Definition
1. Initial	Ad hoc, uncoordinated, firefighting, champion-dependent
2. Developing	Nominal framework (e.g., organizational roles) being defined and systematic approaches starting to emerge
3. Defined	Framework and systems defined but not fully implemented or effectively supporting decision making
4. Functioning	TPM practices have been institutionalized, information used to guide actions, data improvements being pursued, basic predictive and tradeoff capabilities in place
5. Sustained	TPM will survive across new leadership, managers using performance information, data effectively managed, and external stakeholders view performance results as useful in promoting accountability and transparency



Implementation Process



Discussion: Assessment Results



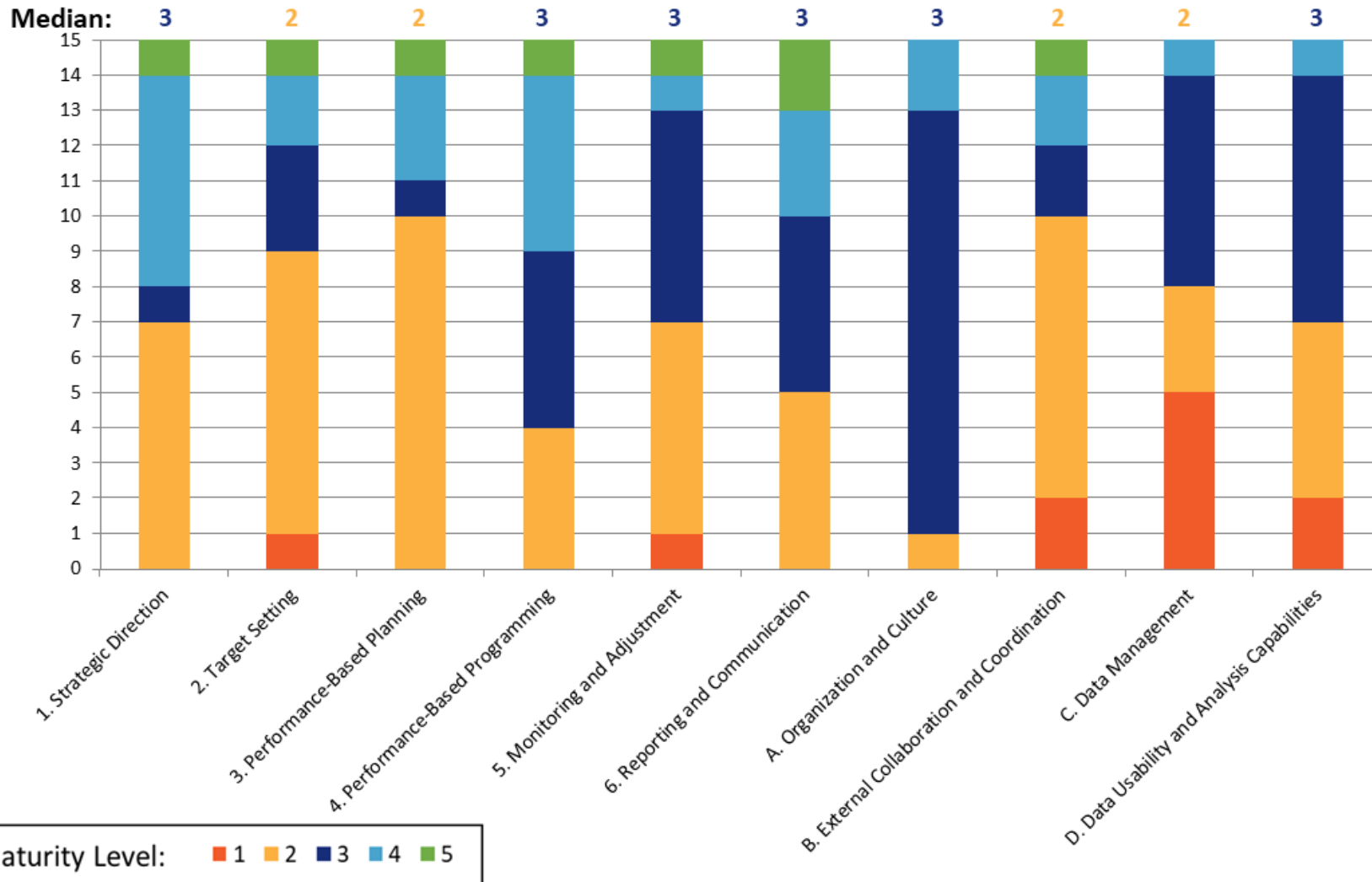
Assessment Results



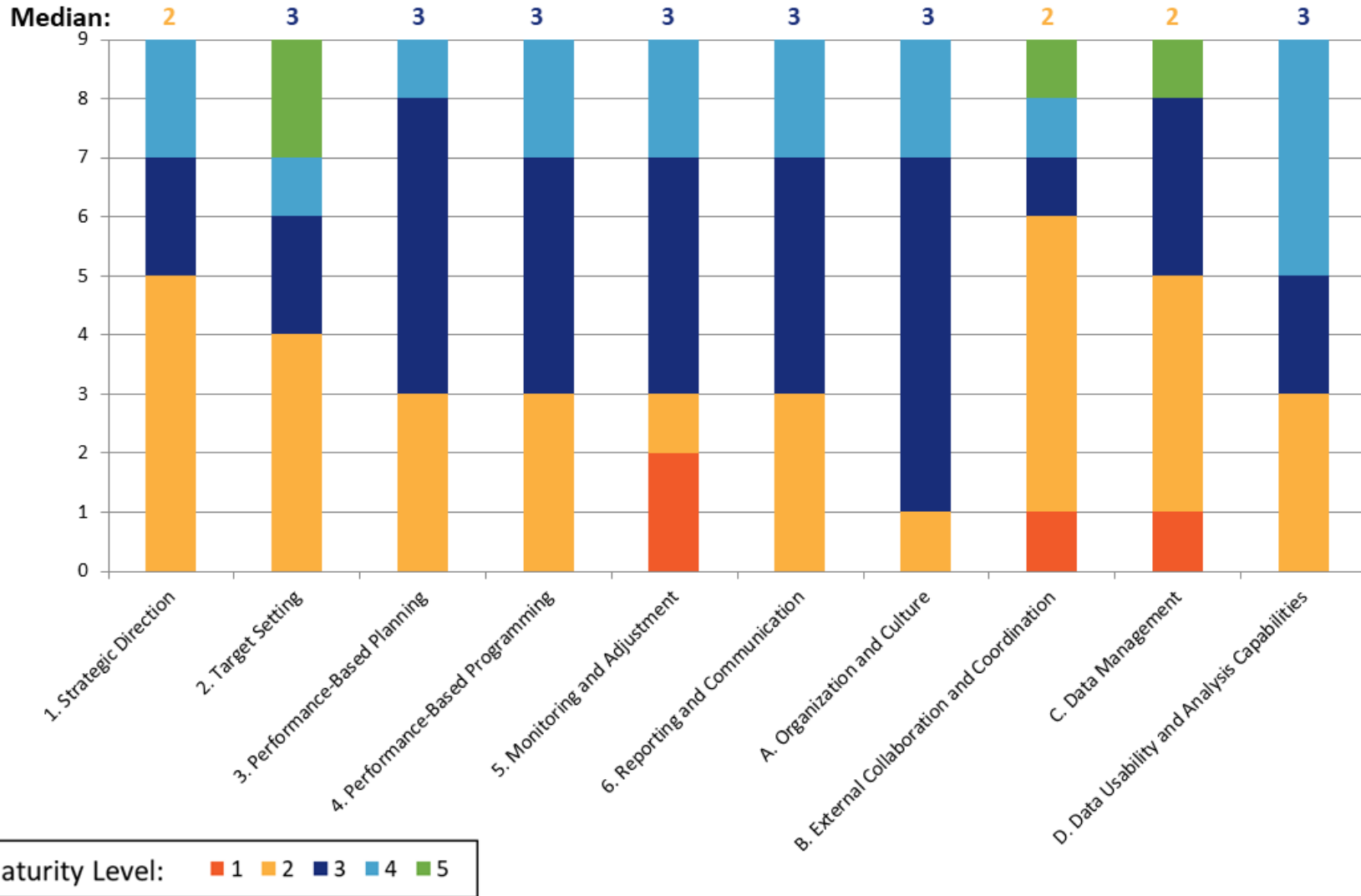
- Two sets of aggregated results
 - Central Offices
 - District Offices
- Specific state agencies will get individual results in later sessions
- Charts show the distribution and median maturity levels for each component



Central Offices



District Offices



Comparison

