

# THE OREGON MANAGEMENT PROJECT

The Oregon Management Project (TOMP) will meet the complex and evolving challenges facing state government by evaluating and implementing a new, modern compensation system for state managers that will be competitive with the public and private sectors. TOMP will also focus on increased accountability among managers.

↑  
*One big project...*

## INCREASING TRAINING AND ACCOUNTABILITY

About 1,000 state managers (who supervise other managers) will complete training in performance accountability, with online and classroom sessions around the state, to help develop, retain, and attract skilled senior leadership professionals.

These managers will be empowered with the right tools and training to accomplish their work, produce outcomes and assess performance.

*Two major workstreams ... connected to each other.*

## MANAGEMENT CLASSIFICATION REVIEW

The general Principal Executive Manager (PEM) series – most of Oregon’s 3,000 state managers – will be converted into more specific, job-related classifications.

## INCREASING TRAINING AND ACCOUNTABILITY

Answer the questions below to determine who is in scope for this workstream of the Oregon Management Project.

I am an **EXECUTIVE SERVICE** employee.

The only employees I supervise are in executive, or classified, service.

Yes

No

I supervise an employee who is management service and supervises another employee.

Yes

No

YOU ARE REQUIRED TO TAKE THE TRAINING AND CONDUCT QUARTERLY CHECK-INS.

YOU ARE NOT REQUIRED TO TAKE THE TRAINING OR CONDUCT QUARTERLY CHECK-INS AS DEFINED WITHIN THIS PROJECT. HOWEVER, YOU ARE ENCOURAGED TO TAKE THE [ONLINE TRAININGS](#) TO UNDERSTAND THE STATE'S APPROACH TO PERFORMANCE MANAGEMENT.

I am a **MANAGEMENT SERVICE** employee.

I am a management service employee. I supervise another management service employee who supervises another employee.

Yes

No

YOU ARE REQUIRED TO TAKE THE TRAINING AND CONDUCT QUARTERLY CHECK-INS.

YOU ARE NOT REQUIRED TO TAKE THE TRAINING. HOWEVER, YOU WILL RECEIVE QUARTERLY CHECK-INS FROM YOUR SUPERVISOR. IN ADDITION, YOU ARE ENCOURAGED TO TAKE THE [ONLINE TRAININGS](#) TO UNDERSTAND THE STATE'S APPROACH TO PERFORMANCE MANAGEMENT.

## MANAGEMENT CLASSIFICATION REVIEW

Answer the questions below to determine who is in scope for this workstream of the Oregon Management Project.

**I am in a Principal Executive Manager (PEM) classification.**

