

Three Outstanding New Courses for Managers Now Offered by EGAPP, Inc.

1 Effective Grants Management

Do grants compliance activities have your staff stretched thin? If so, then *Effective Grants Management* is the solution! Presented in two segments: *Grant Program Administration* and *Monitoring Federal Grants at the Grantee and Sub-grantee Levels*, this course prepares individuals for the grants program administration and includes elements affecting sub-recipients and contractors as well as managing and monitoring grants with sub-recipients including all aspects of monitoring at all levels.

Suggested participants for *Effective Grants Management* include: grant program managers and monitors, state auditors desiring an increased understanding of the intricacies of grants management and auditors from state agencies, local governments, and universities.

EGAPP, Inc courses are designed for presentation to individual state, local, and federal government agencies and are available as open-enrollment courses sponsored by EGAPP, Inc or by chapters of professional organizations. Visit our website (www.egapp.org) for information on open-enrollment classes being held in your region.

Public employees at all levels are accountable not only for making sound performance-based decisions, but they must also be able to demonstrate that they have done so.

EGAPP classes teach you how!

2 Performance Variance Analysis "Improving Performance By Targeting Causes"

Why waste time "guessing" how to improve your organization's performance! *Improving Performance By Targeting Causes* gives you the perspective and tools to find out why negative per-formance variances occur and implement strategies to narrow or eliminate

the variance. It will also address positive variances from the perspective of either continuing the positive performance or improving performance even further. When you complete this course, you will:

- Understand performance variance concepts
- Be able to analyze performance variances to identify causes
- Develop strategies to fix the causes
- Effectively report on the variances and actions taken to meet or exceed performance expectations.

3 Performance Planning to Deliver Results

Do it right the first time! Get off to the right start with your "Managing for Results" initiative by applying the proven performance planning approach illustrated in *Performance Planning to Deliver Results*. Fundamentals necessary for your initiative are fully explained and demonstrated with examples and exercises including:

- Performance planning concepts & terms
- Criteria for the structure of government programs, well developed performance goals, and useful performance measures
- Development and deployment of performance goals, measures, and strategies.

This practical course is heavy on application; participants leave the course with actual performance plans developed "real time" for some of their most important programs. Don't miss this opportunity to use this as a way to "jump start" your MFR initiative.

EGAPP provides government managers, elected officials, and program staff with a variety of training classes to define and audit their programs, measure, report, and use performance information. Here are a few of the clients that have utilized EGAPP, Inc. classes to help improve their performance:

- Federal Aviation Administration
- Los Angeles Unified School District
- Texas State Auditor's Office
- Association of Government Accountants

Contact Information

EGAPP, Inc.
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Accountability
and Performance Practices**

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Three Outstanding New Courses for Managers!

- **Effective Grants Management**
- **Performance Variance Analysis**
- **Performance Planning to Deliver Results**

Professional training from EGAPP helps governmental managers benefit from improved decision making and helps organizations achieve the results that are expected by stakeholders.