

# DRAFT Performance Partnership Plan

HR Open Standards and AIIM recognize that:

- Greater efficiency and interoperability can be achieved for mutual members, implementers, and other stakeholders through closer alignment of each organization’s architectural and data models; and
- Overlapping or duplicate efforts are neither cost effective nor do they serve the interests of implementers and stakeholders of both organizations.

In the interest of advancing interoperability and reducing costly duplication of effort, HR Open Standards and AIIM resolve to work toward realization of the objectives set forth in this plan.

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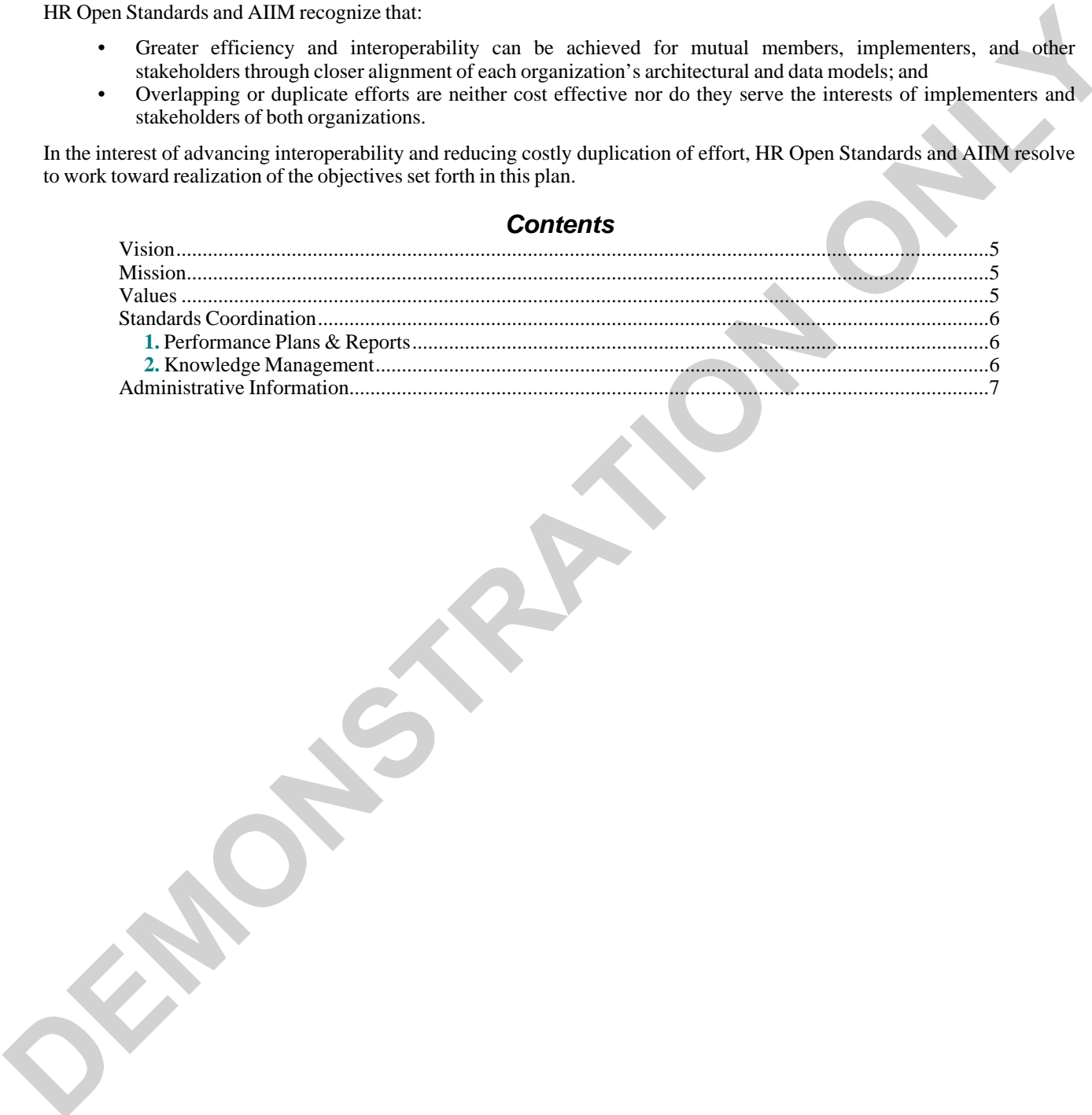
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## AIIM (AIIM)

### Description:

AIIM (<http://www.aiim.org>) is the global community of information professionals, providing education, research and certification that needed to manage and share information assets in an era of mobile, social, cloud and big data.

### Stakeholder(s):

#### Betsy Fanning

*Role:* Director of Standards

AIIM's Standards Program develops and promotes high quality standards, recommended practices, technical reports, and industry specifications to support interoperability, interchangeability, and the global enterprise for information professionals.

#### Owen Ambur

*Role:* Chair, StratML Committee

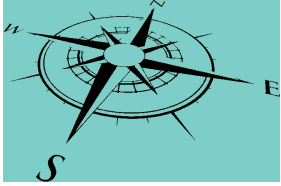
AIIM is responsible for developing and maintaining the StratML standard, an XML specification for strategic and performance plans and reports.

#### Denise Bedford

*Role:* Chair, KM Committee

AIIM's KM initiative aims to identify and/or specify KM standards for individuals, organizations, and educational programs.

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## HR Open Standard Consortium (HRO)

### Description:

The HR Open Standards Consortium, Inc. (<http://www.HROpenStandards.org/>) is the only independent, non-profit, volunteer-led organization dedicated to the development and promotion of a standard suite of specifications to enable human resource related data exchanges.

### Stakeholder(s):

#### Kim Bartkus

*Role:* Executive Director, HR Open Standards Consortium, Inc.

— HR Open Standards' mission:

- To lead the ongoing development of robust, extensible, global HR interoperability standards enabling

easy-to-implement, time- and cost-effective integration of HR systems.

- To expand and engage the community to share experiences and expertise for the betterment of the community.
- To collaborate with other standards organizations to ensure interoperability and business alignment

### Vision

Innovation and continuous improvement in HR, KM, strategic planning, and performance reporting applications and services by employers and software vendors

### Mission

To identify and/or develop flexible, comprehensive, well-coordinated and freely available data specifications for human resources (HR) management, knowledge management (KM), strategic planning, and performance reporting.

### Values

**Interoperability**

**Efficiency**

**Cost-Effectiveness**

## Standards Coordination

Identify and coordinate the development of standards of interest to both AIIM and HR Open

### 1. Performance Plans & Reports

Harmonize and/or map the elements of AIIM's StratML Part 2, Performance Plans and Reports, standard (ANSI/AIIM 22:2011) to HROS's Employee Performance Management Specification.

**Stakeholder(s):**

**Owen Ambur**

Role: Chair, AIIM StratML Committee

**AIIM StratML Committee Members**

**Kim Bartkus**

Role: Executive Director, HR Open Standards Consortium, Inc.

**HR Open Members**

**Performance Indicators**

TBD

Description	Type	Start Date	End Date	TBD
TBD	Target	2014-05-01-04:00	2015-05-01	
	Actual	2014-05-01-04:00	2015-05-01	

### 2. Knowledge Management

Explore prospects for integrating into HR Open's HR competency specifications any KM standards identified or developed by AIIM

**Stakeholder(s):**

**Denise Bedford**

Role: Chair, AIIM KM Committee

**AIIM KM Committee Members**

**Kim Bartkus**

Role: Executive Director, HR Open Standards Consortium, Inc.

**HR Open Members**

**Performance Indicators**

TBD

Description	Type	Start Date	End Date	TBD
TBD	Target	2014-05-01-04:00	2015-05-01	
	Actual	2014-05-01-04:00	2015-05-01	

## Administrative Information

**Start Date:**

**End Date:**

**Publication Date:** 2014-05-01

**Source:** <https://stratml.us/carmel/iso/Part2/AIIMHROwStyle.xml>

**Submitter:**

**Given Name:** Owen

**Surname:** Ambur

**Email:** [Owen.Ambur@verizon.net](mailto:Owen.Ambur@verizon.net)

**Phone:**

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