



Revitalizing Engagement Through the 3Ps People, Process, Performance

OCSE Commissioner Tangler Gray

You'll often hear me talk about engagement through my *three Ps: People, Process, and Performance*. Here's what those pillars mean to me:

- **People:** We must always prioritize the people we serve in our efforts to promote their economic and social well-being. It's also important to cultivate good working relationships with our colleagues to successfully collaborate and advance our mission.
- **Process:** We should be open to revisiting our policies and streamlining processes to ensure we are working efficiently and effectively.
- **Performance:** We should make data-driven decisions that support people and reflect progress or opportunities for improvement.

