



STATE OF NORTH CAROLINA
OFFICE OF STATE BUDGET AND MANAGEMENT



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TO: Department Heads and Deputies, State Departments, Agencies, and Institutions

FROM: Kristin Walker, State Budget Director *Kristin Walker*

SUBJECT: Applications Open: 2026 Performance Management Academy Foundations

OSBM is excited to host our seventh [Performance Management Academy Foundations](#) (PMA Foundations) program this fall, introducing the core ideas and skills of performance management: strategic planning, program design, agile delivery, and using data to evaluate performance.

What is PMA Foundations?

PMA Foundations is a 30-hour training, consisting of six 4.5-hour-long sessions and follow-up assignments between sessions. It will cover performance management concepts, provide the opportunity for practical application, and is aimed at state employees in any agency in any role — not just budget and finance. 213 people from 29 agencies have completed Foundations since 2020. Of last year's class, 100% were satisfied with the course and 97% said a colleague should take it too.

Who Should Participate?

Ideal candidates for PMA Foundations are state employees who manage a program, supervise a team, work with data, or want to improve their programmatic activities.

If you have employees that would benefit from this training and can commit to *attend all six training sessions*, please have them complete an application on the [PMA Foundations website](#) by August 14. Training sessions will be held *in-person* from 8:30AM-1:00 PM on September 29th, October 1st, October 8th, October 15th, October 20th, and October 22nd, 2026, at the Albemarle Building – 325 N Salisbury St, Raleigh, NC 27603.

PMA Details

- Applications should be submitted by Friday, August 14th.
- OSBM will notify participants in the week beginning August 17th. Due to anticipated demand, we may not be able to accept all nominations but will do our best to accommodate all agencies.
- Staff who participated in one of the previous PMAs are not eligible to participate again, but we encourage you to forward this memo to others who would benefit from PMA.
- The registration fee is \$350 per participant and will cover instructors, materials, and lunch.

Please reach out to Paul Devenish (paul.devenish@osbm.nc.gov) if you have any questions.

Thank you for helping make this year's PMA a success. We look forward to hearing from you!