

# HUMAN PERFORMANCE TECHNOLOGY

## PERFORMANCE ANALYSIS

Organisational Mission,  
Strategy & Goals



Desired Workforce  
Performance



## CAUSE ANALYSIS

There may be a lack of:

- Data, Information & Feedback
- Clear goals & standards
- Resources, Tools & Environmental Support
- Incentives, rewards or consequences
- Processes & Structures
- Motives/Exceptions
- Individual Capacity
- Skills/Knowledge



## INTERVENTION SELECTION

- Appraisal Systems
- Career Development
- Coaching
- Culture Change
- Compensation
- Documentation
- Environmental adjustment
- Engineering
- Health/Wellness
- Information Systems
- Job Aids
- Job/Work Design
- Leadership and/or Supervision
- Organisational design
- Electronic Performance Support
- Process Improvement
- Re-engineering
- Staffing
- Team building
- Training/Education



## IMPLEMENTATION & CHANGE

- Manage the project
- Help the organisation adapt to changes
- Gather formative evaluation data

## EVALUATION



Work Organisational &  
Competitive Environment



Actual State of Workplace  
Performance

