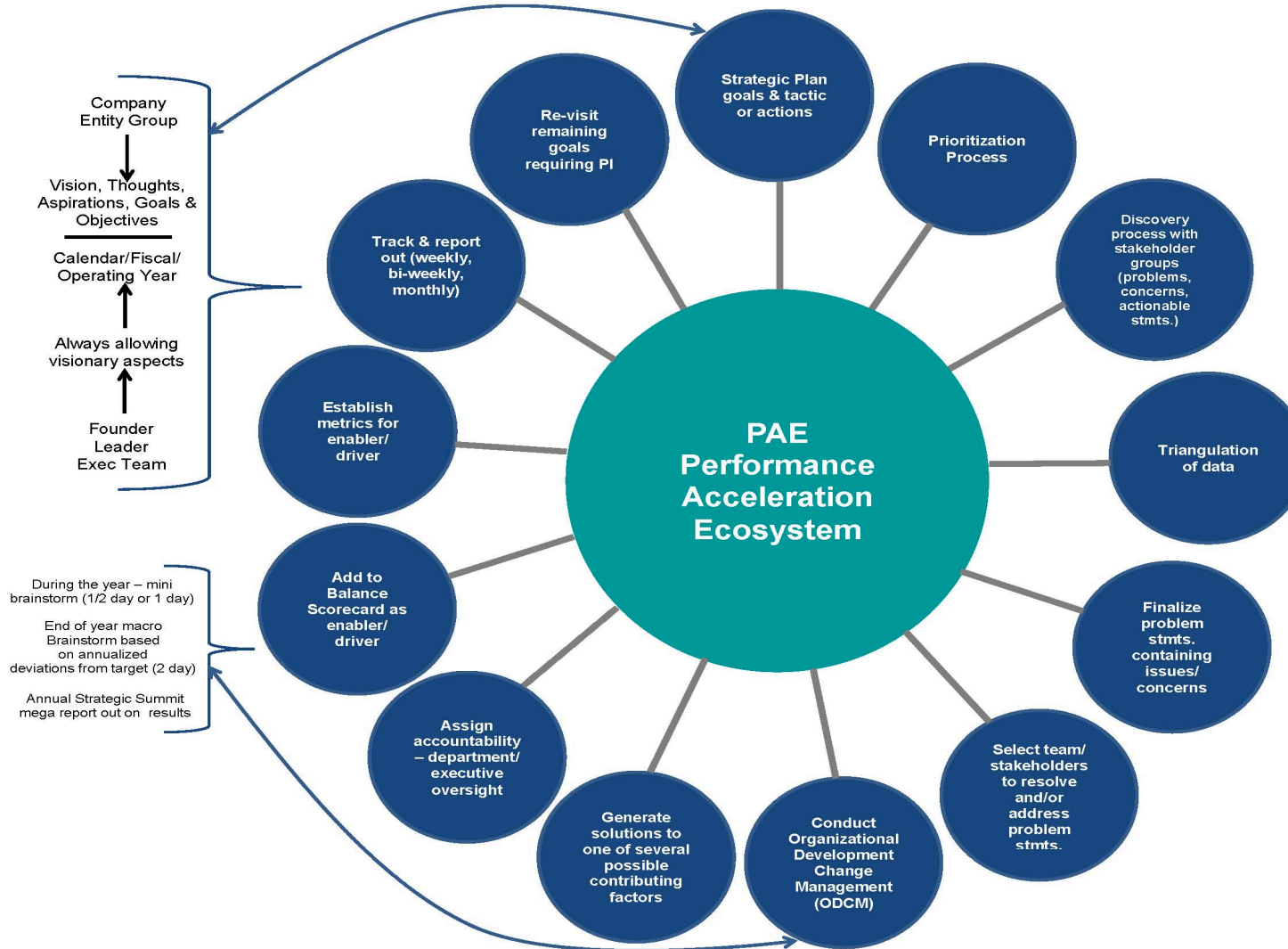


# Performance Acceleration Ecosystem



# Performance Acceleration Ecosystem

---

- ❑ **Strategic Goals** – Each of the 9 Strategic Goals have associated tactics and actions.
- ❑ **Prioritization** – The 9 Strategic Goals were prioritized in the September timeframe by the Executive Team on a scale of 1 – 5 with 1 being imperative, and 5 being important but not urgent.
- ❑ **Discovery** – Conducted with key stakeholder groups depending on the goal and tactics associated requiring additional discussion and brainstorming of solutions.
- ❑ **Triangulation** – A process by which all discovery input is aggregated by theme, similar phrasing and wording, then compiled in a succinct representative problem statement.
- ❑ **Finalization of Problem Statement** – Post triangulation, reviewing the input data once more to ensure the problem statement is robust and contains workable areas for performance improvement.
- ❑ **Stakeholder Problem Statement Assessment** – One person from each discovery group convenes to review the validity of the problem statement, allowing for any adjustment that best reflects an accurate account of current vs. desired state.
- ❑ **ODCM** – Organizational Development Change Management deep dive gap, root cause, and solution generation activity leveraging the Human Performance Technology (HPT) Performance Improvement Model.

# Performance Acceleration Ecosystem

---

- ❑ **Solution Generation** – Notwithstanding the sometimes comprehensive nature of solving for a fix, the solution generation phase is intended to provide an impactful component to drive improved results, understanding that the solution may be a facet of what is needed to address the gap, but serves as a pivotal and impactful component to address immediate performance improvement requirements.
- ❑ **Accountability** – Once a solution has been generated, via executive review, the solution is assigned to the appropriate stakeholder(s) who will own the integration of the solution into their current academic roadmap, and design a process to track and monitor results. The accountability of ensuring that “X” is improved by deploying “X” solution/facet of the total solution rest jointly on the assigned stakeholders, executive oversight with support from the Performance Officer.
- ❑ **Balanced Scorecard (BSC)** – Solutions generated via ODCM are added to the BSC and denoted as enablers/drivers to address strategic objectives in the current academic calendar year.
- ❑ **Metric Construction** – Stakeholders who are assigned accountability are asked to devise a process to quantifiably/quantitatively measure performance impact of the solution/proposed intervention, notwithstanding executive oversight may also take the liberty to wrap around additional issues/factors unearthed during the ODCM to strengthen and magnify the potential results of the solution/intervention.
- ❑ **Tracking/Report-Out** – Assigned stakeholder(s) are charted to generate status/report-out on a weekly, bi-weekly, or monthly interval disclosing the progress of the proposed intervention relative to goal.