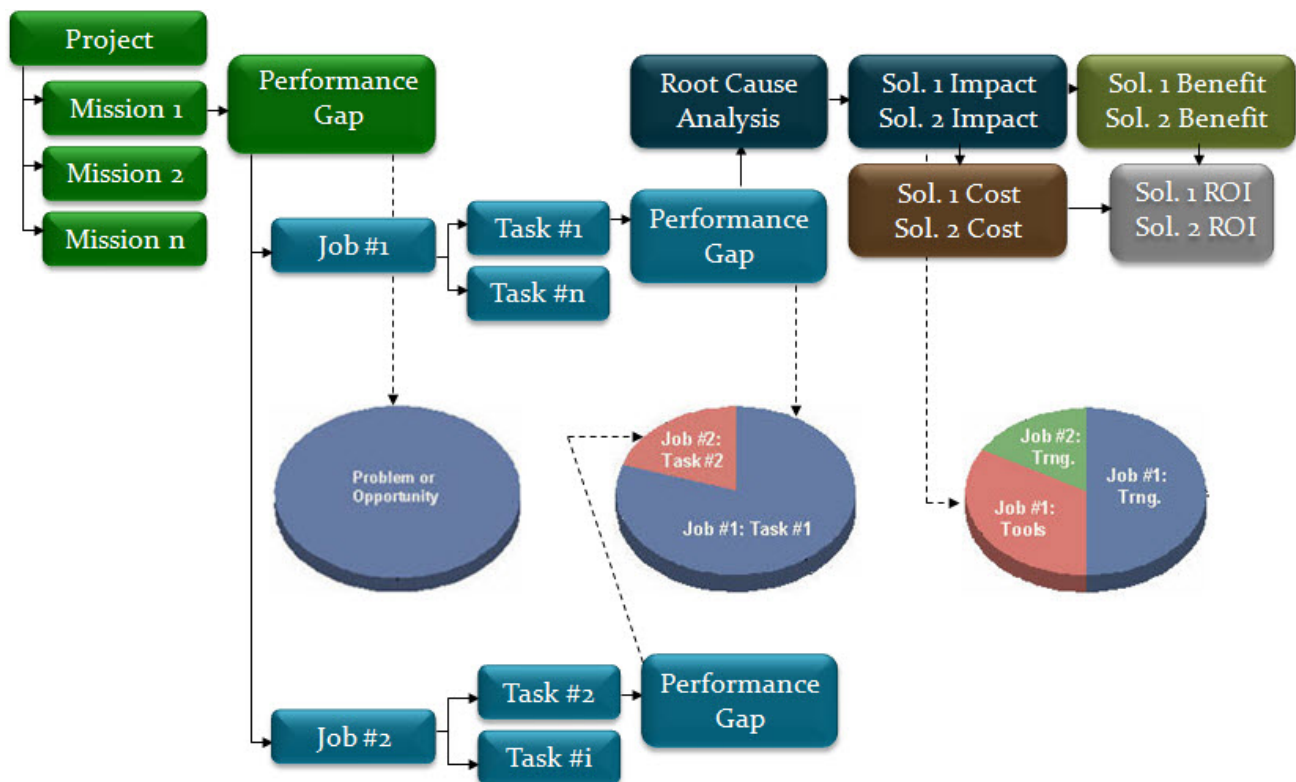# Module #5: Performance Analysis

When faced with performance deficiency, all too often the focus gravitates towards training. In most cases, however, performance deficiencies are caused by multiple factors including vague expectations, insufficient and untimely feedback, limited access to required information, inadequate tools, resources and procedures, inappropriate and counterproductive incentives, and so on. Moreover, it is much easier to fix the environment then people. To put it in simple terms – if the gap is not due to a lack of knowledge and skills, don't train!

Whether you are investigating a performance deficiency or evaluating training impact, the reasons behind a performance gap as well as costs and benefits of plausible solutions should be clearly articulated. With accurate, factual data in hand, solutions can be identified; costs and benefits quantified; interventions prioritized and action plans formalized to continually improve performance.

Performance Gap Analysis ♦ Root Cause Analysis ♦ Cost Benefit Analysis

Challenges …

Performance Analysis can, however, be complex, time consuming and costly, for the following reasons:

❐ Involves multiple individuals for data collection and analyses.

❐ Requires validation of performance gap. In other words, comparison of current performance to desired performance.

❐ Requires consideration of dozens of factors to identify the cause of the problem and viable solutions.

❐ Requires forecasting and comparison of startup and recurring costs of viable solutions as well as impact on budget and resources.

❐ Requires forecasting the benefits of viable solutions - otherwise limited resources may not be allocated to most critical initiatives.

❐ Requires consideration of multiple options and suppliers, build versus buy and use of internal versus external resources.

❐ Meets the requirements of various standards.

❐ Generates root cause analysis and cost benefits analysis reports in desired format.

ADVISOR Added Value …

Speeds Analysis ♦ Minimizes Duplication ♦ Improves Efficiency	
Speed data collection. Reasons behind performance deficiency can be collected offline using Excel.	Leverage templates to quickly forecast and compare budget and resources requirements of viable interventions.
Facilitate collaboration and sharing of data. Store all data in a centralized database accessible anytime and from anywhere with a Browser.	Improve performance and maximize impact by prioritizing solutions needed to meet goals, focusing on most critical initiatives and generating plan of action.
Quickly identify Jobs and Tasks that impact Mission Performance by flagging Tasks that support Mission.	Meet clients' needs by ensuring that proposed solutions will attain the desired outcomes.
Minimize waste by avoiding solutions with minimal impact on performance deficiency, do not meet business need or contribute to bottom line – i.e., costly decisions based on faulty assumptions.	Generate Performance Analysis, Root Cause Analysis, Cost Benefit Analysis, Training System Basis Analysis (TSBA) and many more reports in a single click.

Contact us for Info – Briefing – Trial

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