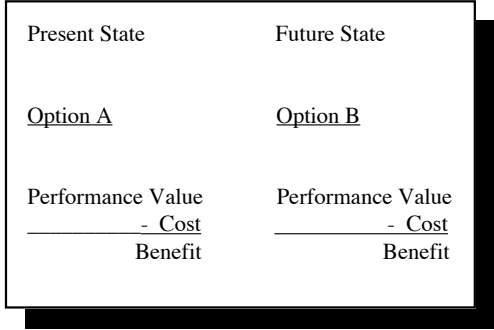



CHAPTER 6: Constructing a Performance Improvement Proposal

KEY POINTS	FIGURES	EXERCISE/EXAMPLE						
<p>DEFINITION:</p> <p>The performance improvement proposal provides:</p> <ul style="list-style-type: none"> • overview of the performance gap. • analysis of the performance variables. • intervention options. • recommendations, and forecasted benefits. 	<p>Figure 6.2 Benefit Forecast Model</p>  <table border="1" data-bbox="793 477 1283 805"> <tr> <td>Present State</td> <td>Future State</td> </tr> <tr> <td><u>Option A</u></td> <td><u>Option B</u></td> </tr> <tr> <td>Performance Value - Cost Benefit</td> <td>Performance Value - Cost Benefit</td> </tr> </table>	Present State	Future State	<u>Option A</u>	<u>Option B</u>	Performance Value - Cost Benefit	Performance Value - Cost Benefit	<p>Give 4 Colors</p> <p>1 per group</p> <p>Highlight in colors.</p> <p>Yellow Blue Green Pink</p>
Present State	Future State							
<u>Option A</u>	<u>Option B</u>							
Performance Value - Cost Benefit	Performance Value - Cost Benefit							
<p>FOUR ELEMENTS OF A PERFORMANCE IMPROVEMENT PROPOSAL:</p> <ul style="list-style-type: none"> • Performance Gap - Discrepancy between actual and desired organizational, process or individual performance. • Performance Diagnosis - Performance issue is specified in terms of performance goals or gaps between present and desired performance. • Recommended Intervention - Performance improvement intervention which considers the five performance variables • Forecasted Benefits - The projected value the proposed performance improvement intervention will bring to the organization over time. 	<p>Figure 6.1 Constructing a Performance Improvement Proposal</p>  <pre> graph LR A["Draft proposal, including performance diagnosis"] --> B["Forecast performance benefits"] B --> C["Submit proposal for approval"] </pre>	<p>Highlight sections from proposal:</p>						