Stone’s Performance Alignment and Linkage Process™

A results-centered training and performance process that includes guiding principles, tools, job aids and templates

PHASE ONE
Situational Needs Assessment and Performance Design

1. Scope the Project and Utilize Six Signals to Determine Assessment Strategy
2. Conduct Detailed Assessment and Analysis and Identify Alternative Solutions
3. Administer Situational Risk Assessment and Analysis
4. Propose the Solution and Negotiate Performance Alignment Contract

Note: * Transfer Strategy, when needed, is determined by Risk Assessment and Analysis in Step 3

PHASE TWO
Design and Development

5. Go/No Go Solution Decision

Go
6. Finalize Delivery Design and Strategy for Performance Transfer
7. Develop and/or Acquire Focused Performance Solution Components

No Go
Address desired changes and re-enter the process or abandon the project

PHASE THREE
Delivery and Execution

8. Implement Pre-engagement Action
9. Trigger Transfer Strategy and Work Setting Execution

PHASE FOUR
Verification and Follow-up

10. Rapid Verification of Results and Follow-up Action Steps

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