

TEMPLATE: Solution Proposal Framework (Tool 3b)			
A.	Business driver/need and execution gap		
B.	Root causes of the execution gap		
C.	Performance readiness needs (training and non-training)		
D.	Present Preferred and Alternative Training and Performance Solutions to Client*		
	a) Guiding objectives and measures	<i>Outcome objectives and measures</i>	

Solution Proposal Framework continued

		<i>Execution objectives and measures</i>	
		<i>Performance Readiness objectives and measures, and AMR Strategy</i>	A. <i>Learning Objectives</i> : K&S, confidence, and current ineffective habits
			B. <i>Active Management Reinforcement Strategy</i> : To be implemented by specific members of management team. Transfer actions below may complement this item.
b) Preferred solution			

Solution Proposal Framework continued

c) Pre-engagement action		
d) Solution focuses on root cause		
e) Solution addresses old habits		
f) How preferred solution addresses performer confidence		
g) Each performance readiness need addressed		
h) Delivery techniques and time spaced requirements		
i) Transfer action and strategy	<i>Active Management Reinforcement</i>	
	<i>Transfer Action</i>	

Solution Proposal Framework continued

		<i>Strategy to Execute Transfer Action</i>	
	j) Expected benefits and outcomes		
	k) Per person cost		
	l) Support resources		
	m) Preferences and Constraints	<i>Preferences:</i> <i>Constraints:</i>	
	n) Concerns		
E.	Additional client support		
F.	ROI forecast		
G.	Rapid Verification of Results	<i>Assessment during program</i>	
		<i>Initial reaction at end of program</i>	

Solution Proposal Framework continued

		<i>Execution in work setting after program</i>	
		<i>Business outcome</i>	
* Consider the best strategy to present a brief of the alternative solutions and then focus on the preferred solution.			
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