

Five Key Factors of Alignment	
Alignment Factor	Alignment Context
<p>Factor One Business outcome need and related execution gap is identified up front.</p>	<p>The need is linked to a current or potential execution gap and the root cause is identified. The relevant performance readiness needs of a specific population are identified.</p>
<p>Factor Two The training and performance design is guided by the root cause and relevant needs identified from factor one.</p>	<p>Outcome, execution, and performance readiness objectives and measures guide the training and performance design to address the root cause.</p>
<p>Factor Three The development and delivery of the solution are focused and linked to the training and performance design in factor two.</p>	<p>The performance readiness solution addresses the performers' ability, confidence, elimination of old ineffective habits, and the willingness to learn and adopt targeted knowledge, skills, and behavior.</p>
<p>Factor Four Following delivery, the performers that participated in the solution eliminate ineffective habits and choose to execute in the work setting.</p>	<p>Choice to execute is influenced by performance readiness and personal confidence from factor three and perceived benefits and consequences, together with active management reinforcement.</p>
<p>Factor Five Proper execution by performers in the work setting influences targeted business outcomes.</p>	<p>Execution influences one or more business outcome measures associated with the business need identified in factor one. Linkage and influence are dependent on the right performance in the right place at the right time.</p>