



PERFORMANCE IMPROVEMENT PLAN

EXAMPLE	What is the tension in the pattern?	So what conditions influence the tension?	Now what will I do to influence the conditions and shift the pattern?
CYCLE 1	Changing market and technology conditions	Capacity of supervisors to respond and to help others respond	Propose a project to design, develop, and deliver training to build adaptive capacity
CYCLE 2	Project constraints about schedules, budget, expectations of management and supervisors	Pragmatism; union relationships; diverse interest and experience with change; age; education	Design training program to build knowledge and skills for adaptive capacity
CYCLE 3	Learners not engaging with each other or leader	Desire for relevance, clarity, practicality, credit for what they know	Adjust design to create conditions that are more safe and learner-driven
CYCLE 4	Curiosity and eagerness to apply	Practice in class inspires desire to practice in real world	Establish opportunities for peer feedback and response following training



ADAPTIVE ACTION

Leveraging Uncertainty in your Organization

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CYCLE 1			
CYCLE 2			
CYCLE 3			
CYCLE 4			

...OR



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will Move You Forward and...

ORDER ADAPTIVE ACTION