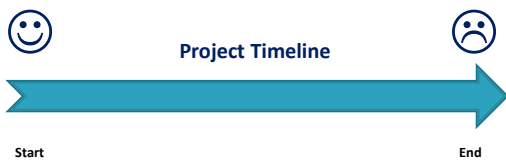


Using The Human Performance Technology (HPT) Roadmap to Impact Financial Budgets

Ann Szyszlo, PhD, MBA

Have you ever.....



Objectives

- ▶ Describe the evolution of Human Resource Development (HRD)
- ▶ List the financial targets of an organization
- ▶ Define the Human Performance Technology (HPT) framework to support performance and results
- ▶ Use the HPT framework to support HRs impact

What is HRD?

- ▶ Set of systematic and planned activities
- ▶ Integration of:
 - Training and development
 - Organizational development
 - Career development
- ▶ OD
 - Macro – effectiveness of org
 - Micro – individuals, small groups & teams



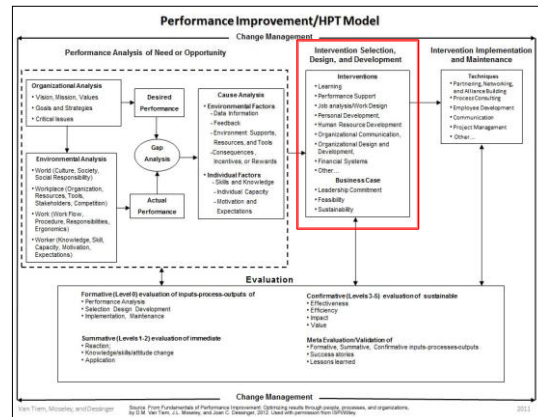
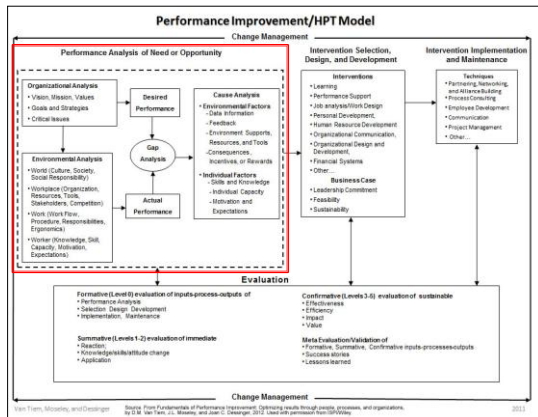
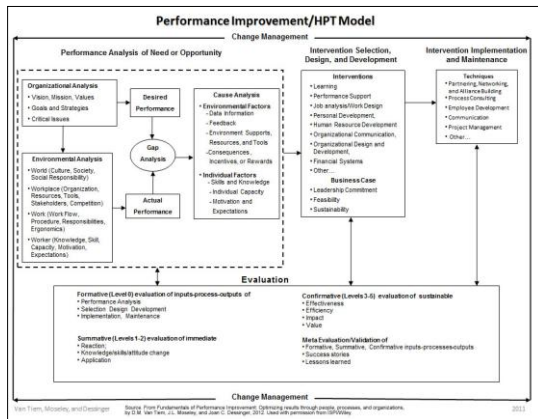
What challenges do you face?

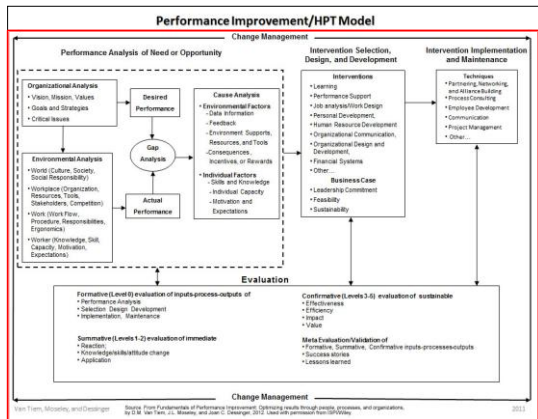
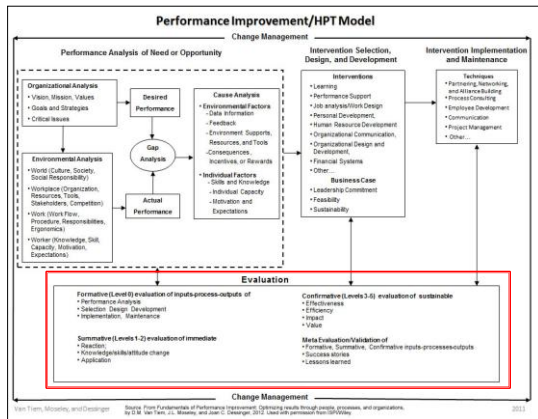
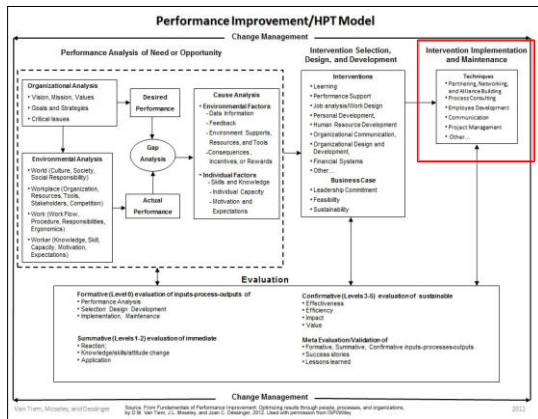
Financial Targets \$\$\$\$



The Human Performance Technology (HPT) Model







Breaking down the model

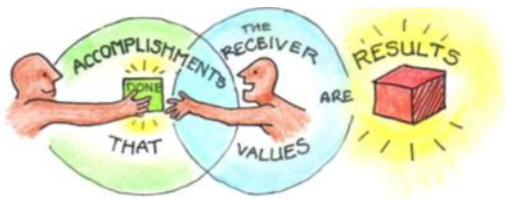


What Do We Do First?



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Performance Improvement

What Are Results?



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What Is "Performance"?



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Levels of Performance

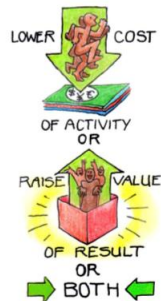


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How Can You Improve Performance?



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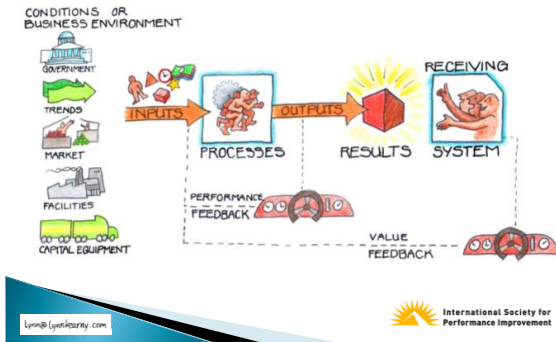
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2 Models For Performance Analysis

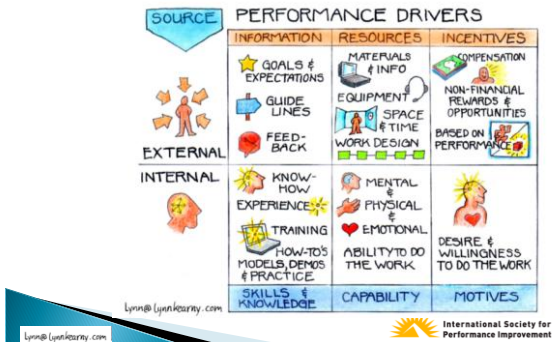
- ▶ The Performance System
- ▶ Performance Drivers



The Performance System



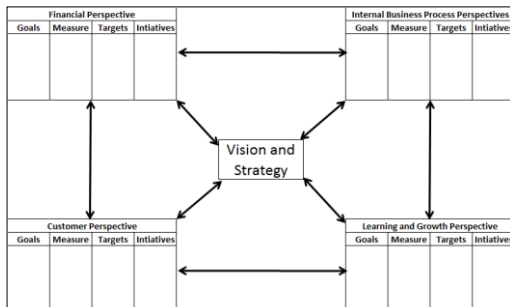
Performance Drivers



Questions About the Model?



The Balanced Scorecard



Your Turn

- ▶ At your table, pick a current HR issue
- ▶ Use the HPT model
- ▶ Make a plan to become a strategic partner
 - Identify questions you would ask.
 - Determine how you could show your value.
 - What goals and measures would be part of your Balanced Scorecard?

Final Questions



Thank you

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