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Business Goal

Improve learning effectiveness through Al-powered analysis

Performance Target: Measurable improvement in job performance within 90 days

Improve learning effectiveness through Alpowered analysis

Primary business objective

Performance Issue

Content lacks handson activities

Conduct Needs Assessment

Analyze current performance vs desired state

- Interview high performers
- Observe current work processes
- Identify skill vs knowledge gaps
- Review performance data

1-2 weeks

Check Work Environment

Ensure environment supports performance

- Review available tools and resources
- Check for process barriers
- Assess management support
- Identify environmental obstacles

1 week

Is it a Skill Gap?

Determine if training is needed

Environmental Barriers?

Check for workplace obstacles

Design Training Solution

Create targeted learning intervention

- Design practice scenarios
- Create skillbuilding exercises
- Develop job aids
- Plan progressive challenges

Non-Training Solution

Address non-skill performance issues

- Improve job aids and tools
- Clarify expectations
- Adjust workflow processes
- Provide better resources

Fix Environmental Issues Check Motivation Factors

Implement Coaching Support Measure Performance Results

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Remove workplace barriers

- Update tools and systems
- Streamline processes
- Remove policy barriers
- Improve workspace setup

Assess incentives and consequences

- Review reward systems
- Check for negative consequences
- Assess recognition programs
- Evaluate career incentives

Provide ongoing performance coaching

- • Train managers as coaches
- Schedule regular checkins
- Provide feedback tools
- Create peer support groups

Track improvement and ROI

- Track key performance indicators
- Survey participant satisfaction
- Measure business impact
- Calculate ROI

Success Metrics

- Performance targets met by 85% of participants
- Manager satisfaction with results >4.2/5
- Sustained performance improvement after 6 months

Action Mapping Report - Generated by Al-Powered Instructional Design Analysis

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