

# Aligning HPT Models: Performance Levels - Key Questions

	Objectives	Design	Management
	<ul style="list-style-type: none"> <li><input type="checkbox"/> Is our organization adequate to meet the demands of new realities, clients, markets?</li> <li><input type="checkbox"/> Do we have a clear value proposition for clients and markets key for the future?</li> <li><input type="checkbox"/> Is our organization adding measurable value to the clients, market, communities it serves?</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Is organizational designed aligned with strategic vision and mission?</li> <li><input type="checkbox"/> is there a design of the future / desired organization?</li> <li><input type="checkbox"/> Are adequate indicators to measure the accomplishment and progress in achieving the strategic vision and mission defined and in place?</li> <li><input type="checkbox"/> Are the vision and future strategy adequately articulated as to de communicated and guide implementation?</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Is management focused on developing and serving future clients?</li> <li><input type="checkbox"/> Has management a fluent and effective communication with clients, market, suppliers and community?</li> <li><input type="checkbox"/> Does management invest enough time in exploring future trends and changes in the market, client, supply chain, community?</li> </ul>
	<ul style="list-style-type: none"> <li><input type="checkbox"/> Are strategies correctly aligned communicated top-down, inside-out?</li> <li><input type="checkbox"/> Are our strategies compatible with our SWOTs?</li> <li><input type="checkbox"/> Do we have clearly defined products and standards for each level of results defined in our strategy?</li> <li><input type="checkbox"/> Do we have defined measurable results and standards at Mega, Macro and Micro levels?</li> <li><input type="checkbox"/> Are those results aligned and compatible with each other?</li> <li><input type="checkbox"/> Are our Mega results enough to support and sustain our Macro goals?</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Are all key organizational processes and functions clearly defined and implemented?</li> <li><input type="checkbox"/> Are all current functions adequate and adequately coordinated?</li> <li><input type="checkbox"/> Are products and services that link all functions consistent and adequate?</li> <li><input type="checkbox"/> Does the current organizational structure and functions adequately support the organizational strategy and performance?</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Are each function goals clearly defined and coordinated with strategy and other functions?</li> <li><input type="checkbox"/> Is relevant function performance measured?</li> <li><input type="checkbox"/> Are resources adequately assigned ?</li> <li><input type="checkbox"/> Are interfaces between functions adequately coordinated?</li> </ul>
	<ul style="list-style-type: none"> <li><input type="checkbox"/> Are clear goals and standards defined for all key processes?</li> <li><input type="checkbox"/> Are those goals and standards aligned with organization's and client's requirements?</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Are the current processes the most effective and efficient to achieve the goals and meet the performance standards?</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Are goals and standards for all key processes and sub processes clearly defined?</li> <li><input type="checkbox"/> Is process performance adequately measured?</li> <li><input type="checkbox"/> Are adequate resources for each key process?</li> <li><input type="checkbox"/> Are process interfaces adequately coordinated?</li> </ul>
	<ul style="list-style-type: none"> <li><input type="checkbox"/> Are Jobs goals and standards clearly defined and communicated to performers?</li> <li><input type="checkbox"/> Are Jobs goals and standards adequately aligned with processes' requirements?</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Are process requirements adequately supported by jobs and tasks involved?</li> <li><input type="checkbox"/> Are tasks and jobs' steps adequately sequenced?</li> <li><input type="checkbox"/> Are adequate policies and procedures in place?</li> <li><input type="checkbox"/> Are layout and technology adequate to support tasks and jobs?</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Do performers know &amp; understand standards?</li> <li><input type="checkbox"/> Are resources and job design adequate?</li> <li><input type="checkbox"/> Are adequate incentives for meeting standards?</li> <li><input type="checkbox"/> Do performers know when they reach goals?</li> <li><input type="checkbox"/> Are they competent?</li> <li><input type="checkbox"/> Is job environment/ context adequate?</li> <li><input type="checkbox"/> Do performers have the required capacities?</li> </ul>