

IDEFO - Supporting Performance

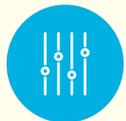
A Proven & Tested Model for Developing Understanding of a System

IDEFO, is an Integrated DEFinition Method for modelling the decisions, actions, and activities of an organisation or system. IDEFO is capable of graphically representing a wide variety of business, manufacturing and other types of enterprise operations to any level of detail. It provides rigorous and precise description, and promotes consistency of usage and interpretation. Originally commissioned by the United States Air Force (USAF) in 1981, It is a well-tested methodology and is proven through many years of use by government and private industry.



INPUT

Resource that is added to, and is converted by, a process.



CONTROLS

Controls direct the activity in a process.



ACTIVITY

A discrete and dynamic element of performance.



MECHANISM

Resources and tools needed to complete the process.



OUTPUT

Resource that is the result of the Process.



PROCESS

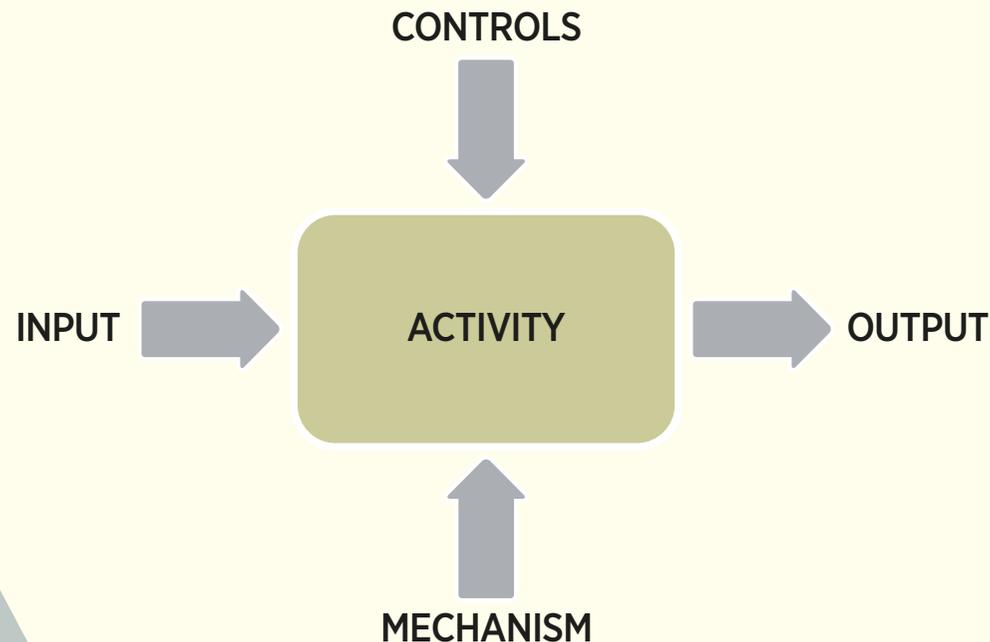
Sequence of steps where Input is converted to Output.

Supporting Disciplined Performance

IDEFO provides a structured and systematic approach to considering any aspect of performance and supports individuals, or teams, in maintaining Disciplined Performance by forcing “slow thinking” about all components of a given “Activity” or performance event.

In order to promote and maintain high quality and productivity in organisational performance, it is essential that leaders empower the performance of others by regularly engaging in conversation with performers to stimulate thinking about all the components of their performance to support their application of the PERM Cycle and stimulate learning.

This systematic thinking is integral to the Commitment Builder structure provided to performers for developing commitment to action.



A Cautionary Note on “Governance”

In practice, the dominant experience of “performance culture” for most performers is a focus on “fuzzy” goal description and over-emphasis on “governance”.

In combination these drivers promote Hopeful Performance in pursuit of goals and Busy Performance in slavish adherence to governance in fear of being non-compliant.

Additionally, the more determined/energetic performer, in order to “get things done”, will be driven to “game” the system or find “workarounds” to negate the cumbersome inertia of over-elaborate governance.

High integrity (the intent of governance) can be achieved with light touch guidance and a dedication to Disciplined Performance due to the active and visible consideration of cause and effect implicit in using IDEFO as a model.

Triple E Frameworks and Models referred to: Disciplined Performance Matrix™, PERM Cycle™ and Commitment Builder