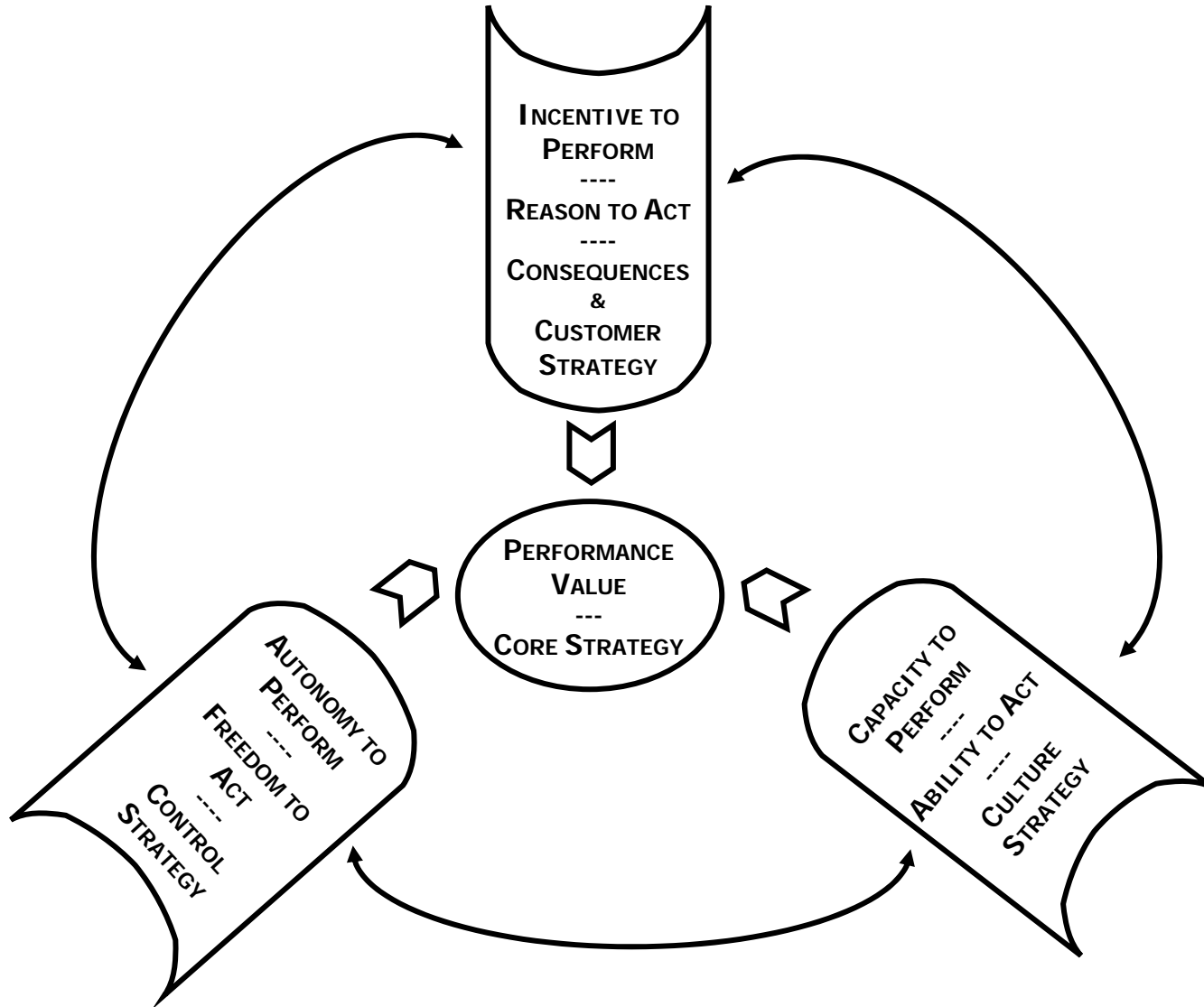


CREATING PERFORMANCE VALUE: CORE CAPABILITIES

Created by Bruno V. Manno for April 25 AEI Conference on "With the Best of Intentions:
Lessons Learned in K-12 Education Philanthropy"



Creating Performance Value

THEORY OF ACTION: How interventions produce results

If incentives are targeted and sufficient

If capacity is developed so that individuals are competent and have the ability to act

If autonomy is decentralized and creates sufficient freedom of action

Then individuals and organizations have the potential to act diligently to create performance value.

STRATEGIC QUESTIONS/FRAMWORK:

Are there sufficient incentives that will motivate employees to perform?

Are there robust enough capabilities to perform?

Is there adequate autonomy to perform?

Necessary—perhaps not sufficient—to create performance value