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example

**ISPI’s**

Human Performance Technology
Special Interest Groups

*for illustrative purposes only*

- Military
- Retention
- Healthcare
- Pay for Performance
- Customer Relations
- e-learning
- ISPI Local Chapters

More information is available at www.ispi.org and in past issues of Performance Improvement (PI) journal and PerformanceXpress (PX). Communications will continue throughout the Stage 2 Implementation efforts via PI and PX. For additional information, contact a member of the ISPI Board of Directors or ISPI’s Executive Director & CEO Richard Battaglia.
Why the Initiative?

The profession and our Society have been evolving for 43+ years. It is time to take stock of the collective perceptions of the many means to the ends of improved performance. We have moved well beyond our roots of behavior analysis and “programmed instruction.” Those are merely our roots, not a constraint on how we see and project ourselves. Our strength lies in taking a systems view and emphasizing results.

The intentions of this multi-year initiative are far-reaching and will impact most aspects of the profession and ISPI. They include but are not limited to:

- Broadening our collective understanding of the set of technologies and interventions that can impact the performance improvement of individuals/teams, the process, the organization, and society
- Organizing the professional content of our forums and publications to increase the effectiveness and efficiency of HPT practitioners
- Identifying the potential collaborations we might seek with other professional affinity groups
- Broadening our base of members

Why Clarify HPT?

Human performance technology (HPT) is a powerful integrative force. It combines the basic principles of human behavior and systems theory with the expertise of other performance professions to achieve the most effective and long lasting way to improve organizational results. Since it takes a whole system view, it acts as a multiplier for other improvement initiatives such as organizational effectiveness, quality, six sigma, balanced scorecard, instructional systems design, process redesign, mentoring, executive coaching, industrial engineering, and strategic management consulting just to name a few.

In order to increase the availability and understanding of HPT, ISPI has created seven professional communities whose purposes are to build on their respective bodies of knowledge and applications in an integrative fashion. We expect these communities will be of particular interest to those with expertise in other performance-related areas who desire a more broad-based systemic view derived from an understanding of human performance systems. The initial seven professional communities are as follows:

### Seven Professional Communities

<table>
<thead>
<tr>
<th>Community</th>
<th>Description</th>
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<td>Management of Organizational Performance</td>
<td>To impact organizational results by looking at the whole system to determine where the major sources of variance are, and then addressing them with appropriate organizational change processes and techniques</td>
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<td>The examination of data about performance and providing the most effective way of delivering that information to modify the form of behavior or to increase or decrease the likelihood of the performance</td>
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<td>Analysis, Evaluation, Measurement</td>
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<td>Human Factors Analysis, Balanced Scorecard &amp; Dashboard, Needs Assessment, Statistical Process Controls, Performance Measurement, Evaluation, ROI, Benchmarking, etc.</td>
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![Diagram](image_url)

If HPT has the potential to be one of the most powerful technologies in the history of mankind, it must embrace all means to the ends:

*The Creation of Results that Provide Value to People*
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