



Performance Architecture: The Art and Science of Improving Organizations

Roger Addison, Carol Haig, Lynn Kearny

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Performance ARCHITECTURE — The Art and Science of Improving Organizations is a hands-on guide to real world techniques for improving performance within the workplace. This important book explores the Human Performance Technology Landscape model that was presented in the bestselling book, the third edition of *Handbook of Performance Technology*. Framed by the Landscape model and supported by other proven models and tools, the book provides effective structures for anyone who needs to develop their performance improvement skills and knowledge and achieve results. A cutting-edge resource, this book draws on the experiences of the authors in combination with the work of notables in human performance technology, including Geary Rummler, Don Tosti, Judith Hale, Dale Brethower, Roger Kaufman, and many others. The authors identify and demonstrate how performance at three levels (worker: individual/team, work: process/practice, workplace: organization) impacts results in organizations. They also show how to scale performance improvement activities and apply them successfully to projects or initiatives of various sizes.

"This is an excellent, practical guide to the field of Human Performance Technology, communicated in straightforward language. The authors have given a broad audience access to solid, research-based methods and tools for improving the performance of people at any and all levels of organizations."

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"*Performance Architecture* gives you concrete ideas about how to improve performance in the workplace. Adding it to your library is a must."

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