

# Vide Consulting Group

## Logic Model Example



Theoretical Assumptions	Inputs	Activities	Outputs	Initial Outcomes	Intermediate Outcomes	Long-Term Outcomes
<p>Organizations pursue long-term superior organizational performance</p> <p>Sustainable competitive advantage leads to long-term superior organizational performance</p>	<ol style="list-style-type: none"> <li>Company ABC's core values</li> <li>Company ABC's organizational levels (bands) identified and confirmed</li> <li>Support of Board of Directors and Executive Committee</li> </ol>	<ol style="list-style-type: none"> <li>Identify core value behaviors of excellence for each organizational level (band) following the prescribed method</li> <li>Update performance review templates for each organizational level to include the core value behaviors of excellence and related frequency scale</li> <li>Update Pay-for-Performance plan weighting core values: "The Right Results, The Right Way"</li> <li>Update remaining components of the performance management plan to include Core Value behaviors of excellence                             <ul style="list-style-type: none"> <li>--Job descriptions</li> <li>--Hiring process</li> <li>--Onboarding</li> <li>--Training &amp; development</li> <li>--Succession planning</li> </ul> </li> </ol>	<ol style="list-style-type: none"> <li>Employee buy-in</li> <li>More employees consistently demonstrate HE&amp;R core value behaviors of excellence</li> <li>Role clarity with clear expectations</li> <li>Common language</li> </ol>	<ol style="list-style-type: none"> <li>Improved organizational direction-alignment-commitment</li> <li>Increased number of high-performers throughout HE&amp;R</li> <li>Increases in customer experience throughout all HE&amp;R properties</li> <li>Increased generation and capture of use value</li> <li>Increased employee loyalty (engagement)</li> </ol>	<ol style="list-style-type: none"> <li>Secured sustainable competitive advantage</li> <li>Increase in number of loyal customers</li> </ol>	<ol style="list-style-type: none"> <li>Realize sustainable validity (long-term superior organizational performance)</li> </ol>
<b>Input/Initiative Assumptions</b>	<p>Company ABC's core values are the timeless principles foundational for Company ABC's success</p> <p>Company ABC's Core Values Initiative is valuable, rare, imperfectly imitable, and the organization possesses the capability to implement and drive initiative</p> <p>Company ABC's core values generate and capture use value (customer perceived)</p> <p>Company ABC's approaches performance reviews as an important component for growing and developing people and provides continuous and consistent feedback throughout the review period</p>					