

# Target Condition

Kata Burst by Beth Carrington  
PDCA 5.0 02242022

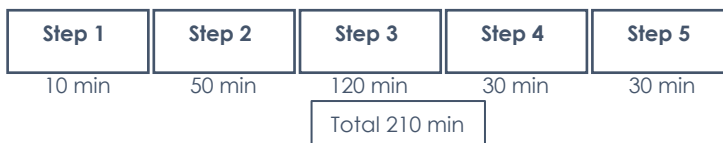
Not just a Target, but a Target Condition; metrics yes, but with a desired pattern of work, aka desired operating pattern.

A fully defined Target Condition consists of a specific achieve by date and 4 elements which creates an if/then scenario

## If these conditions exist

### 1 Desired Pattern of Work

Desired steps, sequence and times of a process or work flow



### 2 Process Characteristics

New or unique feature or element required for the desired pattern of work, what will we see

### 3 Process Metric

An in-the-moment measure, listed as a value the learner predicts will be achieved. This should mathematically/logically relate to Outcome Metric

## Then this outcome(s) is predicted

### 4 Outcome Metric

A lagging measure, listed as a value the learner predicts the desired pattern and process metric will achieve. Typically in the same unit of measure or metric as the Challenge (Strategic Initiative, Business Imperative, Goal or Objective)

## Target Conditions (TCs) Tips and Tricks

- TCs are beyond the learner's Threshold of Knowledge, not just something to go implement
- TCs are written as if the condition already exists, no words like increase, decrease or improve
- TCs' achieve by date should be close in terms of time, ideally just 2 weeks for daily kata practice

