

## ***The Modified A3***

**Background and Current Conditions – Capture any information that is relevant to this situation.**

1) Enter here what you have done in the past.

**Capture the Goal/Target in the 5 W Format. This does not include the How. That is in Countermeasures.**

Who: Our Company

What: will use the 3 Cs to people advance our employees through their construction careers

Where: in and out of the field

Why: to unlock the potential of our company and differentiate ourselves in recruiting and RFP responses

When: no later than XX/XX/XXXX.

**Root Cause Identification. Use this process. List all the problems that will impede your achievement of the goal. Then use the next box, Develop the Problem Statement.**

- Click or tap here to enter text.

**Develop the Problem Statement in one concise statement. Stress test this with the whole working group and do not move past it until there is consensus. “If we removed this obstacle, would our goal be achieved?”**

The main obstacle to achieving the goal is:

### **Countermeasures/Solutions**

Use this box to capture all potential solutions during this step and during the above steps. This will make sure the idea gets captured, but that the process does not get compromised.

- **Ask each stakeholder what they want to do to support this initiative.**