



Potential Solution Evaluation The Rational Choice Criteria Table

Item to Change, Improve, Modify, etc.	Unauthorized scope changes. Inadequate part and equipment inventory management for the project and for operations. Decisions by some to behave differently from what she expected from them due to her participatory management style instead of using the autocratic style they were accustomed to.
Objective/Benefit	Project on schedule, on budget, and outcomes meet project expectations.

Solution	Feasibility	Probability of Success	Cost	Benefit	Estimated Payback	Impact on Others	Other Criteria	Preference Rank Order
Define a scope change protocol that includes making the business case.	High	High	0	Procedural clarity helps understanding and establishing accountability	Unsure – indirect payback	Clarity and accountability established		1 Implement now
Teach people how to make business cases to aid in breaking through budgetary constraints and getting their own proposals approved for those in her project and those in operations.	High	Medium	\$1,500 for meeting room, equipment, and materials	Develops business persuasion skills of the team	Improved payback on all projects using business cases	Higher levels of trust and confidence		3 Schedule for 2 nd quarter
Develop and help implement a formal parts and equipment inventory system for her project as well as aid the operations group to develop their own reliable system using the old legacy system.	High	High	\$25,000	Provides clear visibility of inventory, use of inventory, and makes visible what needs to be reordered through the reporting.	400% ROI in first year. 3-month payback	Less anger and frustration		2 Start business case & scope.
Make the business case and develop a project scope for a new robust inventory control system.	High	High	\$250,000	Provides clear visibility of inventory, use of inventory, and prompts ordering of new inventory automatically	3-year payback, 33% return on investment per year	Less anger and frustration.		4 Schedule for 3 rd quarter
Role model effective leadership, project management, and supervisory behaviors to all to display her talents.	Medium	Medium	0	Important to do but impact will be contingent clarity of expectations, establishing accountability, and administering consequences.	Unsure – indirect payback. Long term impact	Excellent role modeling that people can observe and incorporate into their own behavior		2 Start and keep doing it
Hold short workshops about management technique including autocratic vs. participatory forms, what the benefits/downsides of each are, and when to use one style over another.	High	Med	\$1,500 for meeting room, equipment, and materials	People will be introduced to new paradigm for managing that will help improve managerial effectiveness.	Unsure – indirect payback	Situational adjusting management technique improves effectiveness		4 Schedule for 3 rd quarter
Show no tolerance for insubordination and gender, race, or religious prejudice.	Medium	High	0	Clarity and consequence are crystal clear	Quick	Might have unintended consequences if zero tolerance is too “black and white”.		1 Begin discussions about how to.
Develop incentives (positive and negative) for performance to budget, schedule, and team collaboration.	Low	Low	Unsure	Low	Low	Incentive programs should reward doing your job.		5 Not now