ST PERFORMANCE GLOBAL

The 80/20 model

The system carries the structure and the people carry the thinking. Three lenses show how the work is shared and what that looks like for a medical department.

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THE LENS	HOLDS THE LARGER SHARE	HOLDS THE SMALLER SHARE	IN PRACTICE: MEDICAL
Core and fit What the tools contain	**80** CORE Competency areas, definitions, scale anchors and leadership measures stay the same for everyone.	**20** FIT Language, role variants and local detail are set by the department to match its model and people.	The seven medical areas and their scales stay as they are. A department decides what treatment means for its physiotherapists and doctors and names its own return to play protocol and specialist network.
Admin Who carries the set up	**80** SYSTEM Structure, templates, scoring, collation and reporting are handled so nobody builds a framework from scratch.	**20** STAFF AND LEADERS They make the process fit their environment and their people so it never feels like a copy and paste model.	The medical lead does not build a framework or collate scores. Their time goes to the conversation and a small amount of effort goes to choosing the examples and terms that suit their programme.
Ownership Who does the thinking and acting	**80** PEOPLE They reflect and set focus areas. They also decide action steps and carry out the implementation.	**20** SYSTEM AND GUIDE Prompts, reminders, guidance and a sounding board from the system and the Performance Support Guide that support the conversation without completing it.	A physiotherapist reads their Checkpoint comparison and picks one focus such as criteria based rehab progressions. They agree the next step with their lead while the Performance Support Guide asks questions and holds the thread.

MEDICAL IN THE CORE

- Seven area names and ids
- Updated descriptions and questions
- Scales and flags
- Leadership measures

MEDICAL IN THE FIT LAYER

- Role variants for treatment
- Rehab KPIs and templates
- Return to play risk protocol
- Local anti-doping and medicine policies
- Specialist network and external relationships

HOW THE SPLIT IS DECIDED

Each reviewer tests every point. A point that several reviewers share moves into the core and a point that depends on the environment stays in the fit layer.

The value lives with the individual or staff group. Nothing is completed for them and presented back.