

Slide #3 – Evidence Surfaces: Sustaining Mission Capability Amid Readiness Variability

(What emerged through engagement with the problem / resolution efforts)

Rationale & Tradeoffs

Workforce reporting favored clarity and consistency. Operational readiness demanded greater attention to nuance, variability, and context.

Exploratory Scenarios

Small changes in recovery, proficiency development, and workload distribution produced very different capability trajectories over time.

Retrospectives

Capability pressures often became visible long before traditional workforce indicators suggested meaningful concern.

Thinking Aloud

The conversation shifted from “Do we have enough people?” toward “How resilient is our capability under changing conditions?”.

Toolchain / Stack Map

No single measure explained readiness. Meaning emerged through the interaction of observations, assumptions, operational context, and stakeholder perspectives.

Emerging Patterns & Watchlists

Capability concentration, increasing coordination effort, and narrowing flexibility frequently appeared before visible performance degradation.