

*Where Human Capital
Meets Potential*

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About us

We design and implement performance management strategies in companies that reflect 3 to 3000 employees:

- Programs designed to retain, engage, evaluate and develop your workforce
- Performance management plan design and implementation
- Management/leadership training
- 360 degree feedback design and implementation
- Performance management post-merger and/or acquisition
- Human capital due diligence
- Custom and pre-developed training programs for your team

Our role is unique in that it partners with your organization to evaluate and design the core process and timeline of your performance management/human capital programs. Once the design and timeline are identified, Human Resources within your organization can own as much or as little of the process as desired.



Strategic Solutions
in Performance Management LLC

The Performance Management Continuum™

Enhancing the employee lifecycle through developing purposeful infrastructure

Every business is full of activity and infrastructure when it comes to employee management, but often times, we lack a cohesive approach to motivating and managing our workforce. The Performance Management Continuum™ drives your focus and outcome in an ongoing, inter-connected lifecycle in order to produce and maintain results.

The Value of Clarity

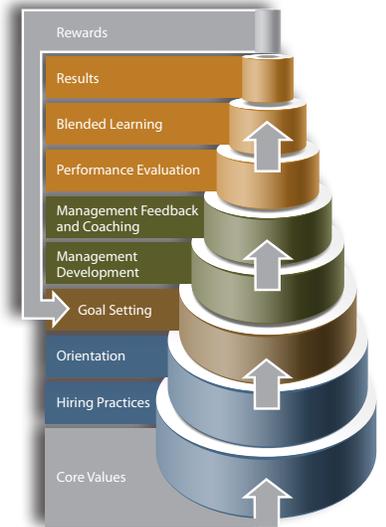
Enlightened leaders understand that the foundation for higher performance and achieving goals today, in any organization, is clarity. Clarity of purpose and clarity of expectations. Simply put, increased clarity almost always leads to better outcomes.

Implementing Clarity

A performance management strategy ties together high level corporate decisions such as values and mission with tactical events like hiring, on-boarding, setting goals, annual reviews and even informal coaching interactions. It brings together a lot of disconnected institutional information and combines it with known best practices.

By identifying and strengthening areas that are lacking clarity, Strategic Solutions will assist in the design of a Performance Management Continuum that will deliver:

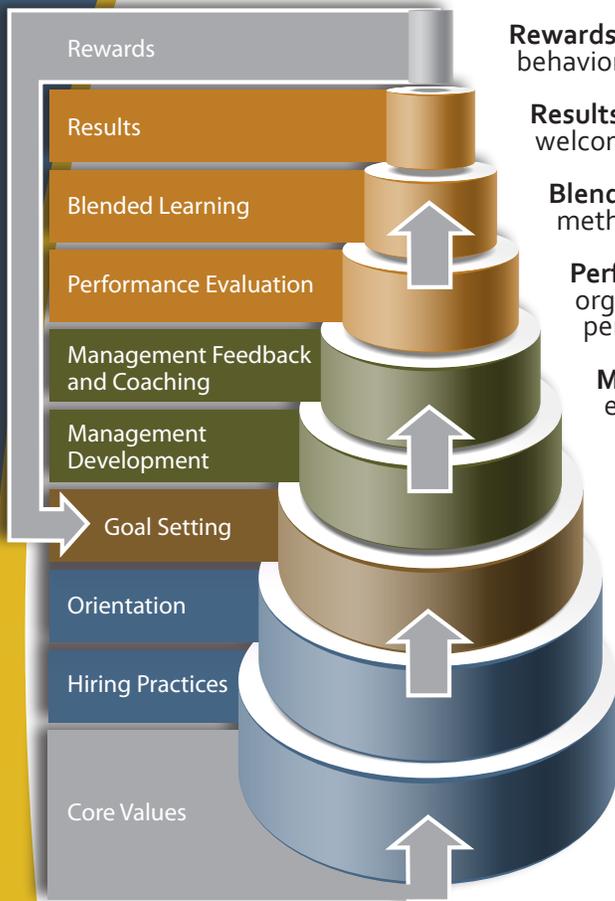
- Greater purpose in your activities
- Immediate productivity improvements of managers and their staff
- Engaged and professional workforce with higher rates of job satisfaction and retention
- A heightened sense of urgency about setting and meeting individual goals, as well as team collaboration and development



*The Strategic Solutions
Performance Management Continuum™*

*Keep reading to learn how to
drive clarity, performance,
productivity and collaboration!*

The Performance Management Continuum, Defined!



Rewards: Public, private, non-monetary and monetary. Reinforce positive behaviors and demonstration of aspired and required goals in the workplace.

Results: Achievement of stated goals and objectives in an environment that welcomes and propels productivity.

Blended Learning: Applies a variety of different learning principals and methods to encourage growth while allowing for individual choice.

Performance Evaluations: Recognize individual and team effort, drive organizational goals, strengthen relationships, and raise the bar in performance expectations.

Management Feedback and Coaching: Drives teamwork and employee engagement through motivation, achievement and succession planning.

Management Development: Strengthen and encouraging individuals to learn and apply leadership skills that 1) overcome obstacles, 2) minimize ambiguity and 3) incorporate/achieve a sense of urgency.

Goal Setting: Clarity and direction set the stage for collaboration, learning, stretching and celebrating.

Orientation: Formsolidrelationshipswithintention. Setexpectations, and allow people to become comfortable and empowered in their new environment.

Hiring Practices: Competencies defined in correlation with position descriptions. Embrace culture, organizational, and motivational fit.

Core Values: The root of the continuum and emphasized throughout many steps in the process. The consistent application of values drives clarity and empowers accountability while providing a common sense of direction.

The Process

Assessment - Do what, why? Articulating the desired state verses current state; stakeholder identification and project plan.

Design - Details of process timeline, workflow, tool, orientation, and engagement.

Implementation - The essential route between design and results. Program administration that adopts clarity with a sense of urgency. Pilot testing. Establishing purpose within infrastructure happens here.

Expansion - Planned execution of design selection. Beyond core functions every component adds strength and efficiencies when driven through the Continuum.

Many organizations view the above practices as individual activities, rather than an interconnected process. Evaluating and strengthening required areas of focus bring greater continuity, clarity and urgency: core values through rewards.

Bring urgency and clarity with an enlightened and updated Performance Management Continuum Strategy for your organization. Call us today!



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Engaging your People,
Increasing your Profits.*

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