

MeasureNow Performance Appraisals

Offer award winning internet tools to measure progress towards performance goals, meeting job expectations, and levels of competency.

Supervisors indicate that direct reports are more results-driven in attaining objectives. Team members report that measuring performance is more reliable and more closely aligned to critical competencies. The system provides a logical link between performance and rewards.

Easy to Use

Familiar, intuitive work tools make it easy for your employees to get started fast, with little training.

Competency-based

Job Description Integration

Automated Goal Alignment

Work History

Development Needs

Career Interests

Strengths & Improvement Needs

Comprehensive scoring

Manager & 1-Up Approval

Business Driven Weighting

Store Multiple years

Email workflow enhancers

Personal Notes

Available 24 x 7

Global Access

STRATEGIC INITIATIVE	GOAL (click text to edit)	RESULTS (From Your Viewpoint)	WEIGHT
<input type="checkbox"/> Customer Satisfaction	Assess leadership and organizational plans for acquisitions.	Executive Advancement Criteria framework by 3/12. PE Analog and development of PE programs consistent with competency framework by 9/30. Pipeline/Career Path framework by 12/31. Leadership Institute framework by 9/30.	10% Not Performing
<input type="checkbox"/> Profits/Growth	Define framework for 2001 OARs including a bottom-up and top-down approach to reviewing management and operational systems as well as employment proposition for team members and other "people" plans. Assist HR in meeting budget goals.	Complete OAR Framework by 4/30/01. OAR Reviews with CEO scheduled to be completed by 4/31/01.	10% Not Performing
<input type="checkbox"/> Employer of Choice	Work with divisional HR professionals to implement broad-based Performance Management System to the corporate levels of each PE down to the VP level in the field, which will unify the language and process of performance. Finalize performance management and 360 tools.	Meet with members of the VPs of HR in each division together with members of the Learning & Development Team to plan for broader roll-out. Finalize Performance Appraisal and 360 tools by 5/31. Roll-out completed by 1/2001.	10% Not Performing
<input type="checkbox"/> Market Leadership	Assess leadership and organizational plans for acquisitions, as discussed in the goals below.		10% Not Performing

KEY STRENGTHS

Key Strengths: (Describe your strengths. How have they changed in the past year?)

Organizational Skills

PERFORMANCE NEEDS/ACTION PLANS

Performance Needs/Action Plans: (Identify most critical development needs, actions and opportunities to broaden/expand current job)

With the majority of 8R basics covered in 2001, my performance focus in 2002 should be on the following:

- assessing and developing/recruiting bench strength for VP/GR and above positions
- assessing and developing/recruiting top sales talent
- ETAC recruiting, staffing and orientation
- salary review project
- identifying key areas for job redesign
- solid execution on all aspects of the performance management cycle (goal setting, periodic reviews, 360 feedback and development plans) across the company
- in depth understanding of field operations via more direct interactions and engagement with field personnel
- development of long term people strategy

CAREER DEVELOPMENT RECOMMENDATION

Career Development Recommendation (if interested in a job change, list preferences including position title, type business, location, desired timing, etc. Also describe longer-term interests.)

Complete performance goals and objectives, job expectations, and/or competency improvement

List key strengths

List areas for improvement

List future career and job interests



Request a webcast demonstration at **1.800.809.8309** or visit our website **www.measurenow.net**

Contact us today!

