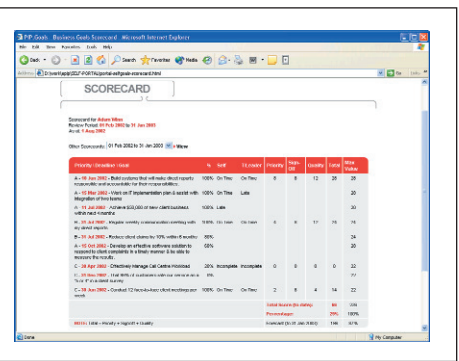




# HAVING PROBLEMS WITH EFFECTIVELY COMMUNICATING AND TRACKING YOUR ORGANISATIONAL PLANS?

**myPlan** allows you to not only link goals to the business plan, but also to cascade the organisational, divisional and team plans to individual team members and then helps them set goals aligned with these plans.



Presenting the bigger picture and then aligning the individual goals to the corporate goals creates a greater sense of accountability. It also develops a clearer understanding among team members on what must be done to achieve the corporate vision and goals.

The review process monitors and manages individual goals throughout the year through performance based coaching related to Key Result Areas. Team members are then able to see where they are going in the short as well as in the long term. It also indicates to each team member what is expected of them and how they are going against those expectations.

Because each detail of a goal is tracked and recorded on an individual scorecard for each employee, performance related remuneration can

be worked out more effectively and fairly based on an individual's actual business results.

myPlan is an effective structure for support that will provide your organisation with the ability to focus employee and team performance on the Key Performance Indicators (KPIs) needed to fulfil the organisation's Business Plan.

### FEATURES & BENEFITS:

- Allow business goals to be set up and tracked on a different time-line from existing review processes and therefore fit in better with the financial year.
- Make strategic business plans (divisions & teams) available online with real-time editing.

- Make it easy for departments or teams to link operational goals to the strategic plan.
- Allow individuals to document and track business goals separately from development goals (thus, with the online scorecard, providing a potential link with performance based remuneration).
- Create a record of individual, team & department action plans allowing managers & staff to track and review goals on a regular basis.
- The ability to control the tool in-house and customise it to the organisation's needs.
- A very high compliancy rate for survey returns within specified time frames.



**ENTERPRISE PERFORMANCE IMPROVEMENT PROGRAM**

