

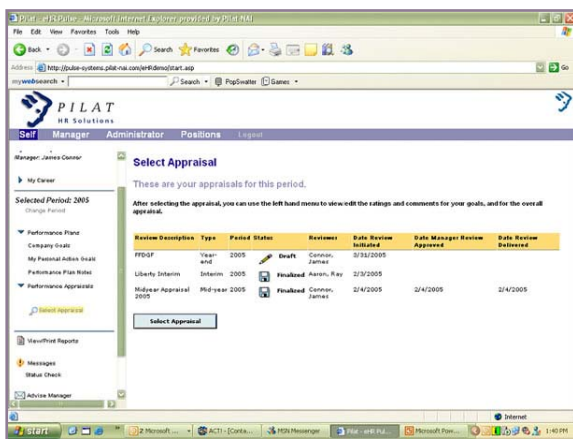
*"Ultimately, it is the interactions between the people that will determine success or failure of a performance management system. Implementing employee performance management is a culture change project, not an IT project."*

- Clinton Wingrove, *Web-based Performance Management – The Ultimate Solution?*

In today's competitive and rapidly changing workplace, ensuring optimum individual, team and organizational performance is crucial; yet, most organizations have performance management processes that, at best, have little or no proven impact.

Our mission is to enable our clients to excel by optimizing the HR processes proven to underpin superior organizational performance. Perhaps none of these processes is more important than Performance Management; a key driver for business success, a lever for alignment and synergy and a source of critical data for the growth and deployment of talent.

There are now very few major organizations that are not aggressively seeking to enhance their management of workplace performance. Effective and integrated Performance Management, Development Management and Talent Management processes will prove to be critical to organizational success. Web-based systems at last address the classic shortfalls of paper processes and bring day-to-day behavioral engineering power to such processes as Performance Management.



**Performance Pulse™** is part of the HR Pulse® product suite of truly flexible and scalable Human Resource systems. It can be tailored to drive and sustain your chosen processes; rather than dictating them. Performance Pulse supports the most simple to the most sophisticated processes and evolves as your needs and practices dictate.

### Key Features

Performance Pulse offers the robust features and powerful functionality of HR Pulse® base systems and can be tailored to provide all the features needed to manage a sophisticated Performance Management strategy including:

- **Setting Direction** - ensuring all employees know where the organization is heading
- **Clarifying Roles** - ensuring all employees know what is expected of them in terms of performance and contribution to the performance management process
- **Planning and Aligning Performance**
  - Goal setting, alignment and approval, BSC's, etc to drive outputs
  - Activity/Behavior planning and approval to drive competencies and values
  - Development planning to drive growth
- **Monitoring and Measuring Performance** -including a range of progress note tools to track performance
- **Enabling and Enhancing Performance** - including automated reminders, compliance reports, escalations, feedback tools, and advisory options to influence performance
- **Assessing and Evaluating Performance including:**
  - Assessments of achievements against goals
  - Competency/behavior assessment
  - Assessment of development
  - Overall assessments with 'self' and 'appraiser' assessments, and related work flow options. These provide data to drive other processes and to provide a robust feedback loop.
- **Rewarding And Recognizing Performance** -support such as the weighting and/or banding of assessments, computation of overall assessments, rating standard monitoring, and recommendation of pay/bonus to provide incentives and differentials
- **Competency Management** – templates supporting competency planning, competency assessment, development planning and job profiling



## Benefits of Effective Performance Management Processes

Some of the many benefits of effective performance management are:

- Alignment of individual, team and organizational goals and efforts produces maximum return on investment of time and effort
- Provide means for communicating changes in strategy and corporate or departmental goals rapidly to the workforce keeping them on track
- Maximize individual performance through frequent impact on day-to-day activity
- Directly support other HR processes by collecting a dataset of valid, reliable, differentiating and useful data about individual performance, behavior and development
- Support performance within complex structures where individuals interact across hierarchical reporting lines
- Engage employees readily by acknowledging the ever-changing nature of contemporary work demands rather than viewing planning as a mere annual event
- Support cross-functional working by making data about people, their jobs and their performance readily available to those who need it
- Manage compliance; excellent processes add no value if not followed
- Drive, inform and sustain human interaction; they do not replace it
- Support desired cultures by linking competencies and values to the issue of goal achievement and personal development.



## Why Pilat

With over 30 years experience in HR, business psychology, data analysis and software solutions, Pilat has been leading best practice in Human Capital Management. Pilat brings a unique combination of:

- integrating advanced HR processes and web-based software to trigger, drive, sustain and enhance desired behaviors
- partnering with clients to ensure that interventions contribute directly to the achievement of business goals; it adds genuine value
- bringing innovation, pragmatism, enthusiasm and determination; we make things happen.

Hundreds of the world's major corporations have benefited from Pilat's solutions throughout Europe, Canada, USA, Africa and the Pacific Rim. We have a reputation for being market leaders and trusted advisors in Performance Management with flexible, creative and high ROI solutions.

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