



Our mission is to enable our clients to optimise the HR processes proven to underpin superior organisational performance.

Perhaps none of these processes is more important than the management of performance in the workplace. There are now very few major organisations that do not actively manage against targets and goals. With the increasing importance of people in providing competitive edge, ensuring that your performance management process is robust is a critical component of business success.

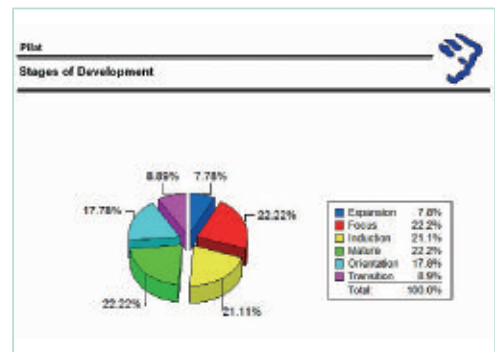
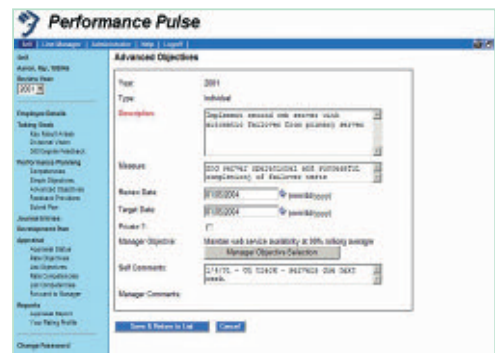
Pilat combines 30 years experience as people and organisational consultants with leading edge, web-based technology, to produce a best practice performance management system that fits your objectives and organisational culture.

Web based performance management systems have very significant advantages over paper or on-line form based processes.

They can:

- Ensure individual and team targets are aligned with the overall corporate strategy of the organisation.
- Allow changes to strategy and corporate/departmental goals to be rapidly communicated and acted upon.
- Improve the effectiveness of the appraisal process.
- Allow data to be shared across different HR activities.
- Provide administrative and reporting advantages to ensure compliance and effectiveness.
- Encourage an ongoing review of performance and objectives.
- Serve as a constant reminder of competencies and Performance Management.
- Ensure consistent procedures throughout the organisation.
- Enable aggregate analysis of performance data for use in organisational decision making.

Performance Pulse™ can be tailored to drive and sustain your chosen processes; supporting your desired processes not dictating them. The HR Pulse toolkit embodies the common business practice rules needed for performance management, we can then configure the system to meet your specific requirements. As your business needs change and develop at any subsequent time, HR Pulse will enable you to refine your system to meet these changing circumstances and demands.



Web based performance management systems have very significant advantages over paper or on-line form based processes.



Key Features

- Extensive security, controlling what people can see, update, input, search, extract and report. Specific menus can also be configured for different roles, self, manager, and Human Resource administration.
- Employee details – extensive range of single fields such as name, gender, position, including the ability to import the data from your existing HR information system if required.
- Competency Templates – to support competency planning, competency assessment, development planning and job profiling.
- Performance Planning – ability to manage the creation and approval of performance plans such as goals/objectives, competency plans and development plans.
- Performance Alignment – eg. Tracking of alignment between individual and organisational performance goals/objectives.
- Performance Monitoring/Influencing – i.e. recording and sharing of notes on progress against performance plans.
- Performance Appraisal/Evaluation – i.e. recording interim and/or period end performance appraisals.
- Personnel Development Management – i.e. setting, approving and tracking individual development plans and their alignment with competencies.

- Workflow Management – i.e. controlling drafting and approvals.
- Computing performance related rewards.
- Managing compliance and escalating shortfalls.
- In-house or ASP (externally hosted) service deployment.
- Production of individual and aggregate reports.
- Integrates with other key Performance Management drivers such as 360 feedback and Succession Planning.

Why Pilat

For thirty years our consultants have been leading best practice in all aspects of Performance Management. Pilat HR Solutions has a wide and varied client base including major global corporations and public sector bodies, working across all sectors with organisations from a few hundred to hundreds of thousands of employees.

Working with Pilat means gaining access to best practice in this area; our systems not only deliver improved performance but also consistently show impressive returns on the investment made.



© Pilat Europe Limited 2004.
PP2p261104



P I L A T
HR Solutions

Pilat Europe Limited
29 Hendon Lane
London N3 1PZ
United Kingdom
Telephone: +44 20 8343 3433
Fax: +44 20 8343 4656
E-mail: info@pilat.com

Pilat North America Inc.
496 Route 22 West
Lebanon NJ 08833
USA
Telephone: +1 800 338 9701
Fax: +1 908 823 9438
E-mail: info@pilat-nai.com

Pilat Israel Limited
9 Habarzel St.
Tel Aviv 69710
Israel
Telephone: +972 3 568 8230
Fax: +972 3 562 4598
E-mail: info@pilat.com