



Performance Management software that **moulds** to your needs...



Linking people to profit

The problem

People are often hired through subjective recruitment processes and, once hired, report to line managers not skilled in people development. As a result, the training they receive is not always specific to the performance required in their jobs and performance management is often reduced to a tick box exercise twice a year.

Typically in businesses, KPIs are not linked to strategy or business processes. They are reported infrequently, subject to manipulation in spreadsheets and often measure tasks, not results.

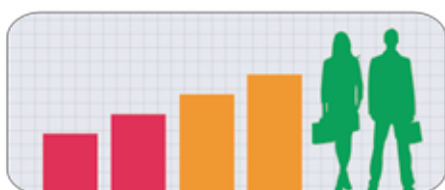
Roles and responsibilities between departments remain unclear. This results in duplication or continuous fire fighting.

Furthermore, strategic plans and targets do not cascade scientifically through the organisation. Corporate alignment is lost and people fail to understand how their work contributes to organisational success.

The solution

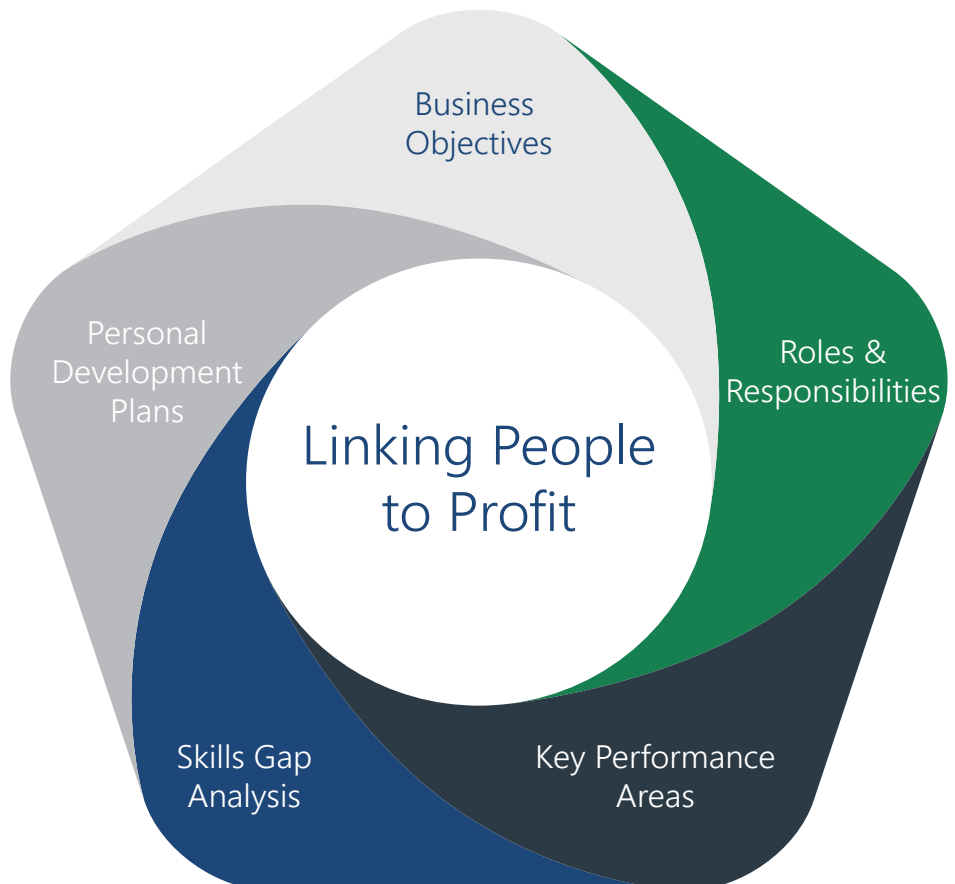
IsoMetric Performance Management is a comprehensive solution for the management of employee performance, in alignment with company strategy. It is structured in accordance with the Plan, Do, Check, Act management methodology. IsoMetric provides the following modules:

- **Business Objectives** derived from strategy are registered in a single place, assigned ownership and cascaded through all levels of the organisation.



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- **Roles & Responsibilities** define who needs to do what, where and when. Measurement is also clearly defined. This includes the process inputs, outputs and any related documentation.
- **Key Performance Areas:**
 - Performance Management tracks the achievement of strategic and operational KPIs by individuals on a periodic basis and aggregates at every level of the organisation.
 - The KPI Master registers the official KPIs of the organisation in a single place. It includes the definition, the owner, the source system, business rules and the measurability of the KPI. In addition, it records the purpose of the KPI, such as growth, quality, efficiency, lead time or compliance.
 - Target management standardises the expected level of performance for a strategic goal, job and process. The module makes it easy to localise the assigned targets for specific requirements.
- **Skills Gap Analysis** defines the gap between the requirements for each job and the current skills of the incumbents. This includes the education, knowledge, experience, technical competencies, behavioural attributes and track record required to meet the demands of the job.
- **Personal Development Plans** are defined and tracked through the Action Manager and made visible through QlikView Dashboards. This gives executives a strategic and analytical view of performance, capability and progress across the organisation.



What are the benefits?

- **Purpose:** Manage the execution of business strategy proactively.
- **People:** Improve the capability of the organisation.
- **Performance:** Ensure the KPIs that matter are properly identified, owned, defined and made visible 24/7.
- **Process:** Highlight the quality and efficiencies of, and the compliance to, all processes throughout the business.
- **Projects:** Ensure initiatives are on track and delivering business benefit across the Project portfolio.

Experience

IsoMetrix is used by over 40,000 users across a wide range of companies. A market leader in technology for integrated GRC, IsoMetrix is built on an agile application framework that provides each customer with a fully tailored solution.

Correlate is a leading strategy execution consulting company focussed on delivering quantifiable ROI, simplicity and trusted advice on performance management and the potential of people to perform.

The experience of the two companies has been brought together in the IsoMetrix Performance Management solution: latest thinking built on the latest technology.

Other IsoMetrix solutions

A range of management system solutions are available including:

- Enterprise Risk Management
- Internal Audit
- Compliance
- Legal Register
- Environmental and Social Sustainability
- Sustainability
- Health, Safety and Environment
- Quality
- Occupational Health and Hygiene
- Primary Healthcare and Wellness
- Resettlement and Compensation
- Stakeholder Management
- And many more...



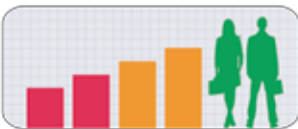
Person by person comparison: who's performing and who's not – at a glance.



Where are the gaps? Itemised scorecard of job relevant capabilities linked to performance.



High level view of the strategy: Detail available down to department, job and employee level at the click of a mouse.



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