

Results Management - The Leader's Edge

GoalTrak[®] *EV*, the organization-wide Strategic Goals & Performance Management system is the quintessential tool for generating and managing your results!

GoalTrak[®] *EV* will guide your organization through a collaborative goal setting process beginning with your long-term strategic goals. You are then prompted through the creation of a systematic cascading of supporting goals at all levels in your organization, all the way to the individual performer. These individual performance goals are systemically integrated with the *GoalTrak*[®] *EV* objective performance appraisal module without additional intervention by the user.

Once the *GoalTrak*[®] *EV* system is loaded with your Vision, Mission, Strategy and Operational goals, one-click dashboards provide real-time goal status, up to the minute individual performance results on measurable criteria, secure internal GoalMail to enhance goal directed conversations and instant access to both goal and non-goal related organization documents along with context sensitive help and 'How To' guides. As a Web based "Software as a Service" application, everyone has access from everywhere. Results Management becomes a natural process with *GoalTrak*[®] *EV*.

Ensure that your people will “stay the course” when the unexpected occurs. Uncover information that allows you to make faster decisions when goals need to be adjusted. Communicate directly with each goal owner through Goal Annotations. Protect Board Level confidentiality through our exclusive Executive Level goal system.

Still not sure? Think about this: A study by Robert Rodgers of the University of Kentucky and John E. Hunter of Michigan State University showed that goal setting, in combination with participation in decision making and objective feedback, yields average productivity gains of 56%. These gains occur when top-management commitment and participation are high. (Journal of Applied Psychology, 1991, Vol.76, No.2)

If you would like similar productivity gains, then *GoalTrak*[®] *EV* is the one tool you must have! *GoalTrak*[®] *EV* is a no nonsense tool, designed to do four critical things for your organization:

1. Assist in the creation of a **collaborative organization-wide system of goals** that are driven by your Vision, Mission and Strategy.
2. Provide easy access to **real-time results** at all levels of your organization at any time, from any place with an internet connection.
3. Make Objective **Performance Appraisals** a treat instead of a treatment, for all concerned, because they are based on up-front agreements.
4. Ensure that **Results Management** occurs as an integral part of your Organization Management Process.

Go to the *GoalTrak*[®] *EV* demo site: <http://quantum.goaltrak.com/login.php> and login as *guest*, password *goals*. Look around; create a goal; check out the appraisal system; then

call or email us to get started!! We'll set up a private instance of **GoalTrak[®] EV** for a team of five to use for 45 days at no charge.

Regards,

Rich & Steve