

Quantum Voyage, Inc. | *GoalTrakTMEV*
Web based (SaaS) Organizational Effectiveness

Examples of *GoalTrakTMEV* Advantages* – October 2008 – Accessibility, Responsibility, Accountability

Scenario A – Organization invests thousands of dollars and untold hours with consultant articulating a 3 year Vision and formulating supporting strategy. Copies are made and distributed.

- 1- At annual goal setting retreat, people don't have copies of the vision and strategy.
- 2- Goals are set based on last years information and captured on flip charts and in spreadsheets.
- 3- Several 3-ring binders are created with all the documentation. Vision and strategy are added.
- 4- Binders are put on the shelf and in drawers till next year's retreat.
- 5- Employees say they don't know what the organization's vision, strategy and goals are.

With *GoalTrakTMEV* - *The difference is collaborative goal setting*

- Vision and Strategy are loaded into the *GoalTrakTMEV* system.
- Goals are created directly in the system, driven by the Vision and Strategy. Every user knows where the organization is going, how it is getting there and how their performance contributes to the desired outcomes. = Improved performance.

Scenario B- Sr. VP want to know current situation in sales for Eastern Region

- 1- leaves voice mail for Regional Sales manager at 9 am
- 2- Sales manager is on the road –
- 3- Replies in 4 hours that Assistant can print out results to date
- 4- VP receives report at 3 pm

With *GoalTrakTMEV* – *The difference is collaborative goal setting*

- Sr. VP and Regional Managers collaborate to determine each Region's goals. This is done directly in the system, regardless of each person's location. Regional targets are systemically tied directly to the Top Level Sales goal. This process of manager and direct reports collaborating, cascades down to the sales people, creating mutually agreed upon performance expectations. Salespeople enter their actual performance against targets for each tracking period, (monthly, quarterly, etc). This automatically gets rolled up into the Regionals' goal. This automatically gets rolled up into the top level goal and is also updated in the Manager's Performance Appraisal system and the Sr. VP's Dashboard.
- Sr. VP clicks on his Sales Dashboard and sees the current situation, by Region

Scenario C – Senior management meeting – CEO wants status of ytd profit and ROI on investments

- 1- CFO shuffles spreadsheet printouts and finds profit analysis
- 2- CFO gets someone to make copies for everyone (or directs them to page x in their stack)
- 3- 2 people can't find the right page
- 4- A long 10 minutes later discussion begins

With *GoalTrakTMEV* – *The difference is collaborative goal setting*

- At Annual Goals retreat, the top level goals are set with all execs involved. Budget and ROI decisions are made and each executive creates goals for their respective domains directly in the *GoalTrakTMEV* system. Finance Department meets to set their goals and Controller creates Budget and ROI goals, tied directly to top level CFO goals. Actual results automatically roll up into top level goals.
- CFO clicks on his dashboard, projects it on screen and discussion begins based on most recent available data for Profit and ROI.

Multiply these scenarios by the number of Senior and Middle managers in your organization; and the number of topics/goals that they want/need to review. How much time and effort per day do you think could be saved by using *GoalTrakTMEV*? How many decisions were held in abeyance while they were waiting for the information they requested? What other divisions/departments were waiting for those decisions? How many dollars does this equate to? Do the math!! - ***The difference is collaborative goal setting***

*Fictitious scenarios

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