

# Move Mountains

## Peak Performance and Learning

### Performance Management Module

*Taking performance management to a new level...*

GeoMetrix Data Systems Inc., a leader in the learning management field since 1992, is pleased to introduce a comprehensive performance management system. GeoMetrix has applied its success in developing the TrainingPartner™ LMS to creating a performance management system that helps you achieve strategic business objectives by harnessing and directing the performance of your workforce. The new performance management module lets you efficiently and consistently manage employee performance plans and appraisals, while aligning and linking employee goals with organizational goals.

#### Highlights

- ✓ Performance planning, tracking & appraisal
- ✓ Cascading organizational goals, competencies & key job responsibilities
- ✓ Goal setting & alignment
- ✓ Detailed job profiles
- ✓ Individual learning plans
- ✓ Powerful reporting & analytics

#### Flexibility

- ✓ Fully configurable workflow
- ✓ Multiple process support
- ✓ Rich comment & feedback support
- ✓ Journal for comments
- ✓ Goal forwarding from previous plans
- ✓ Performance improvement plans
- ✓ Automated notifications

#### Benefits

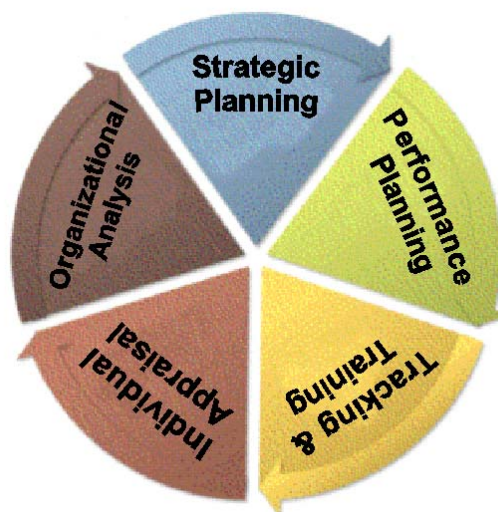
- ✓ Efficient and consistent management of performance planning & appraisal
- ✓ Easy tracking of process compliance & progress
- ✓ Support to keep process on schedule
- ✓ Alignment of organizational & employee goals to achieve key business objectives
- ✓ Clear communication of key organizational goals
- ✓ Tracking of corporate goal attainment

#### Your Performance Management Partner

The TrainingPartner Performance Management module is a complete solution that supports employee performance planning, tracking & appraisals; cascading goals & competencies; goal alignment, competency & skill assessment; key job responsibility measurement; and tailored development plans.

By providing a cascading model of organizational goals and competencies, personal performance plans can be highly aligned with organizational goals and strategies. Combine this structure with well-defined job profiles, and the plans will be pre-populated with a significant portion of the content required. Managers and employees are provided with a valuable starting point in the planning and appraisal process.

TrainingPartner's Performance Management module provides the framework for you to strategically guide your organization's efforts to achieve superior business results.



*The Performance Management module is fully configurable and can automate and simplify all stages of your performance management process.*

## Control the process with TrainingPartner

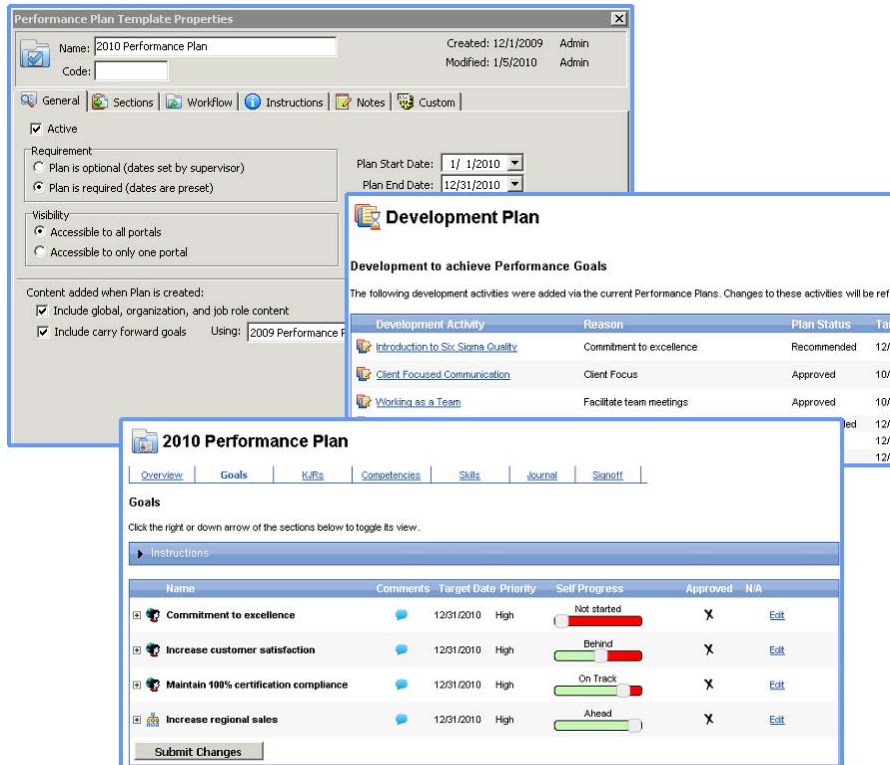
If providing ongoing employee mentoring is your aim, TrainingPartner lets you create a *living* responsive document to support feedback or coaching.

If you need a supportive system that helps tie employee goals to organizational goals, TrainingPartner offers alternatives to formal annual appraisals.

If assisting employees with career pathing is your objective, TrainingPartner lets you focus on competency, skill and job role management.

If your intention is to identify best performers or to tie achievement to promotions or salary rewards, TrainingPartner has the tools to measure and score defined success factors.

If you must meet legal or industry compliance issues, TrainingPartner provides verifiable and validated tracking and reporting for formal reviews and appraisals.



Development Activity	Reason	Plan Status	Target Date
Introduction to Six Sigma Quality	Commitment to excellence	Recommended	12/28/2010
Client Focused Communication	Client Focus	Approved	10/28/2010
Working as a Team	Facilitate team meetings	Approved	10/27/2010

Name	Comments	Target Date	Priority	Self Progress	Approved	N/A
Commitment to excellence		12/31/2010	High	Not started	X	Edit
Increase customer satisfaction		12/31/2010	High	Behind	X	Edit
Maintain 100% certification compliance		12/31/2010	High	On Track	X	Edit
Increase regional sales		12/31/2010	High	Ahead	X	Edit

TrainingPartner can be easily configured to meet the performance management requirements of all industries using cascading goals, flexible templates, infinite configuration & workflow options, automatic routing and hard copy form emulation.

Deeply integrated with TrainingPartner's comprehensive learning management features, the Performance Management module provides you with the foundation to support all stages of your performance management processes, and to take individual and organizational performance to a new level.

## Unmatched Features & Functionality

### Template-based for Ease & Control

Flexible templates let you model each unique performance process in your organization. You control variables such as start and end dates, if organizational goals and competencies should be cascaded into performance plans, how scores are weighted and the definition of workflow steps — including who can see or edit each step. Templates can be copied and reused, and goals can be carried forward to pre-populate future plans.

### Common Architecture

The GeoMetrix Performance Management module was designed from the ground up on top of TrainingPartner's award-winning architecture. This means our Performance Management system meets your expectations for flexibility, sustainability, scalability and security.

### Performance Drives Development

Performance plans guide employee learning & development. The goals, competencies, and key job responsibilities drive training and on-the-job activities to support superior individual performance & success. Coupled with TrainingPartner's powerful and extendable reporting system, the PM module lets HR and organizational managers review trends and identify gaps in employee performance.

### Return on Investment

GeoMetrix was identified as having "...the lowest annual operating cost of any vendor due to a combination of reasonable licensing, customization and implementation fees," in the 2009 LMS report from industry analysts Bersin & Associates. A fair licensing approach by GeoMetrix ensures that you will realize the highest possible return on your investment for a learning & performance management system — while enjoying one of the most functionally rich solutions available.

*Let GeoMetrix help you move mountains! Peak performance and learning is within reach.*