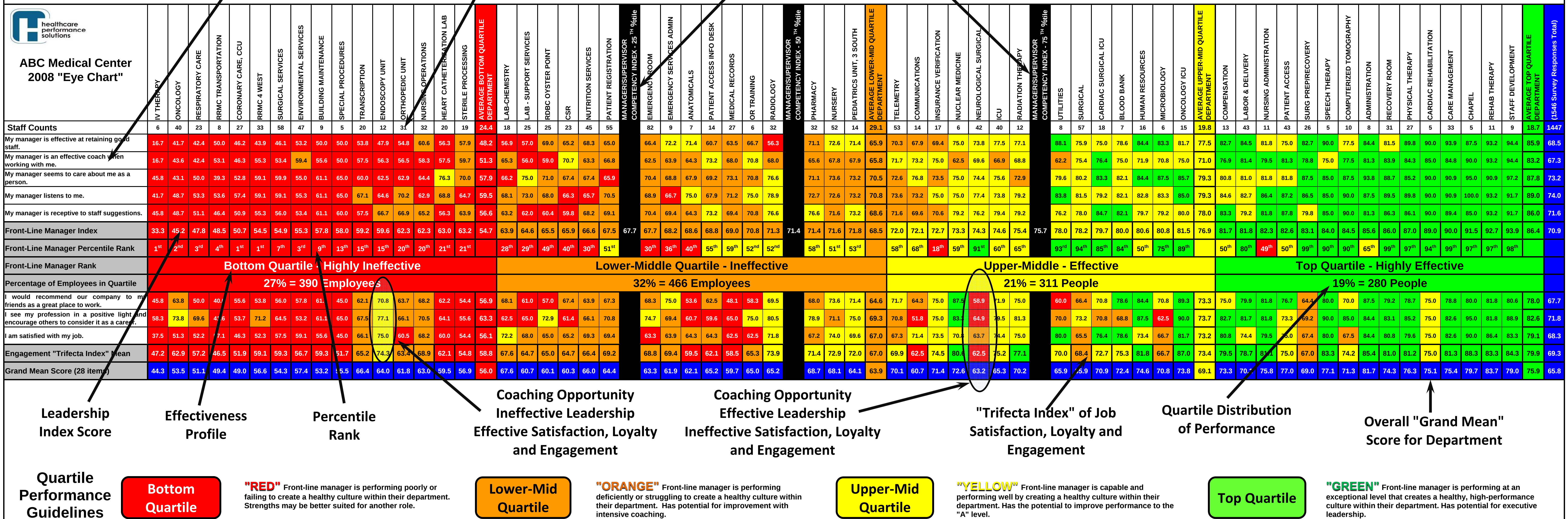


The Performance Management "Eye Chart"

Improving Leadership and Organizational Performance, One Department at a Time

1. What it is ... The Eye Chart illustrates critical performance information in an easy-to-understand graphical format. It shows how individual departments within an organization compare to one another based upon leadership performance, employee satisfaction, organizational loyalty, professional engagement, culture and national percentile rankings.



2. How it is used...

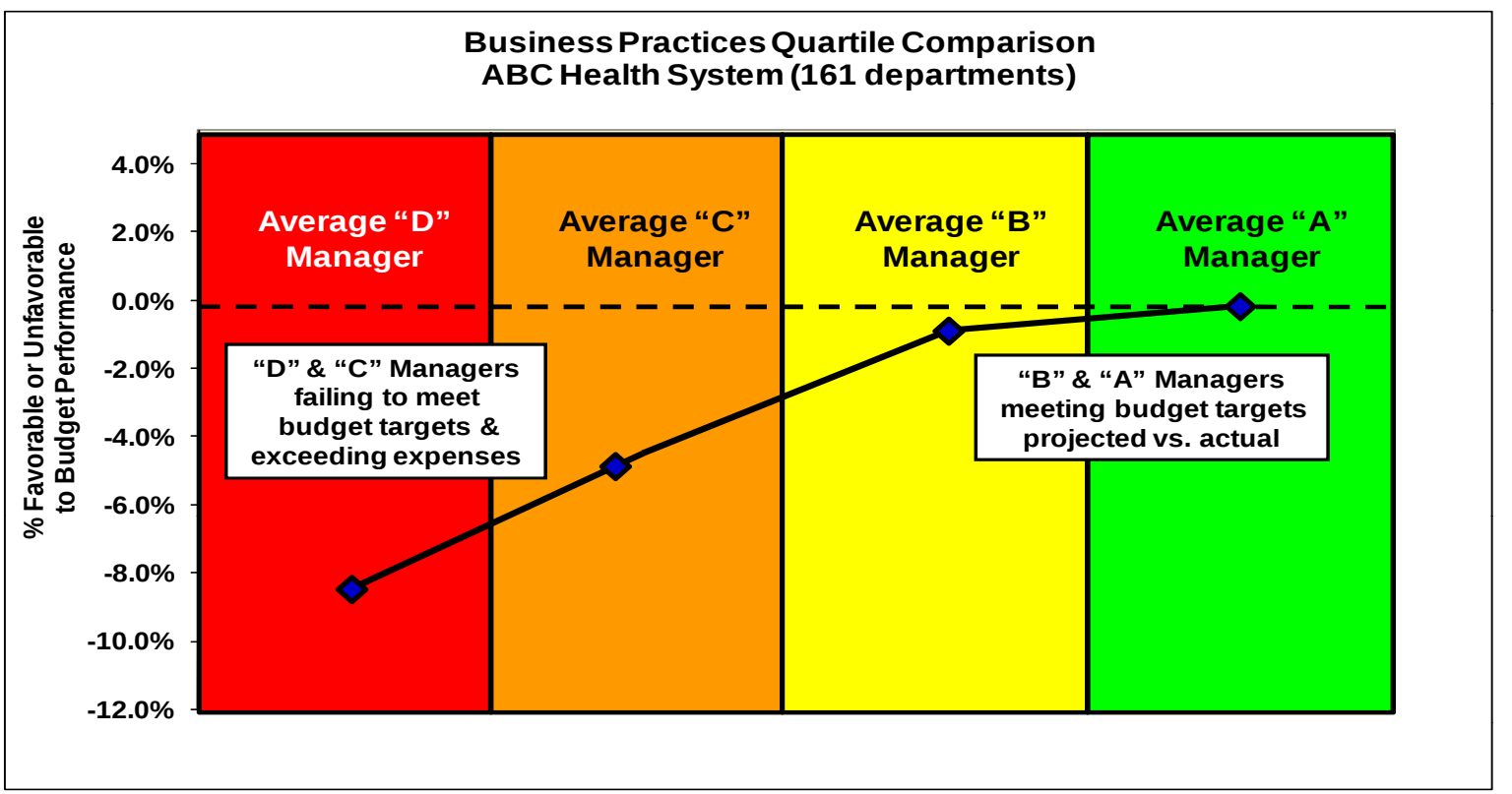
- With this reporting format, an organization can:
- A. Differentiate performance and culture, one leader at a time and one department at a time. **"We make the invisible - visible."**
 - B. Establish a system that creates an objective, structured approach to performance management and coaching
 - C. Create the foundation of a talent management process for more successful appointment practices and succession planning to better assure that the **"Right People are in the Right Roles."**

3. The compelling value...

- A. Create actionable knowledge vs. a "data dump" that leads to true business intelligence and superior decision making
- B. Quantify and compare leadership performance, cultural health and see the impact that span of control has on outcomes/results
- C. Create urgency to act on the departments that are sub-optimized
- D. Differentiate front-line management performance and develop specific action plans for coaching and improvement
- E. Establish a baseline of performance by quartile ranking for longitudinal comparisons

4. What Executives say..

- Jon Cecil** (CHRO-Lee Memorial HS) - *"The most effective tool we've ever used to improve the overall performance of our front line managers and directors."*
- Ron Burnside** (CHRO Memorial HS) - *"The eye chart helped us improve our business practices percentile ranking from 9% to 70% over a 3 year period."*
- Woody Hester** (CHRO MISL) - *"The eye chart focuses on leadership. It's always leadership that makes or breaks any organization (small or large) over the long haul."*



Extensive performance measurement and research conducted by Success Profiles (involving over 500 healthcare organizations), has revealed that there are consistent cause and effect relationships between business practices, leadership capability and overall performance. The chart above illustrates just one of the examples with quartile differentiation and performance to budget.



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For a comprehensive overview of the "Eye Chart" and other measurement services, please contact us for a demonstration at 877-582-8884