



A Performance Management System (PMS) is created either uniformly for the entire organization or for different pay groups. PMS comprises the methodologies, metrics, processes, software tools, and systems that manage the performance of an employee.

SI IPL ERRC offers flexible performance management frameworks that will help set up organization wide performance measures and thereby increase the organization's efficiency and quality of services. For senior management, SI IPL ERRC offers balanced scorecard implementation.

Customer need	Performance Management is necessary to measure every employee in the organization – staff, supervisors and different levels of managers. It enables the communication of performance results in a transparent manner to each employee post the appraisal and the application of PMS scores to recommend role enhancements and promotions. PMS for senior management enhances broad cross-functional involvement and accountability in decision making and calculated risk taking by providing tremendously greater visibility with accurate, reliable, and relevant information.
How SI IPL ERRC can help	SI IPL ERRC works with Line and Corporate HR to design the PMS for an organization by studying the different pay groups, locations and compensation requirements. SI IPL ERRC has a benchmark performance management guide and a repository of best practices that can be customized to suit the requirements of the organization. The PMS incorporates a combination of qualitative and quantitative data capture to balance the employee feedback and can be implemented to suit the organization's work schedule.
Scope and Deliverables	<ul style="list-style-type: none"> - PMS framework - Metrics Repository - Templates & Performance Planning Guidelines - PMS training presentation for HR and employees
Customer responsibility	<p>Provide access to employee files and old records</p> <p>Titles and designations; pay groups and payroll extract (fixed and variable)</p> <p>Current employee measures</p> <p>Senior management measure and pay criteria</p>
Engagement approach	<p>SI IPL ERRC uses a combination of ½ day workshops followed by workouts to expedite the process. This needs decision maker, HR, HOD and staff involvement for these sessions which can last upto 3-10 business days spread over 2-4 weeks. For multi locations, clients can get their HR team trained for multi site implementation using SI IPL ERRC principals for audits as required.</p> <p>SI IPL ERRC will setup the system first time and help HR to baseline the performance KRAs post which SI IPL ERRC will participate in the monthly / quarterly reviews. The model provides for 2 iterative review and includes implementation guide with examples.</p>

Special Services (Optional)	- Performance Coaching training* - Executive Coaching* - Management development training*
Service Reference	SI IPL-ERRC-PMS-2009-06
Pricing	On request
Additional information	For a complete range of SI IPL ERRC Services, please visit www.siiplconsulting.com/ERRC or email us at errc@siiplconsulting.com

*Offered through our Specialist Services Partners

About Strategic Interventions India Private Limited

Strategic Interventions India Private Limited (SI IPL) is a business and operations advisory firm that is positioned as an organizational catalyst. Incorporated in 2003, it has worked with more than 50 customers from India, US and Singapore on various business, functional and domain aspects in select industry verticals such as manufacturing, healthcare, financial services, ICT & Education, Infrastructure and Retail.

SI IPL specializes in offering growth and change management consulting through its business life cycle services, functional problem solving through functional life cycle services, business transformation and outsourcing through its business transformation services and offers Executive coaching services through its Executive focus services as well. SI IPL projects typically span 6-36 months with clearly laid out milestones and deliverables. All SI IPL engagements involve ongoing knowledge transfer and training to maximize benefit to customers.

About SI IPL-ERRC

SI IPL ERRC is a special business value initiative primarily aimed at MSME (Micro, Small and Medium enterprises) with a comprehensive range of rapid deployment services that are offered through a combination of inbound (at SI IPL office) and outbound (at customer location) to suit short to mid term needs of such enterprises.

Key service groups offered by ERRC include Consulting, Training, Sourcing, Research, Mentoring and Financial advisory. All the services are paid services and are competitively priced and very affordable. SI IPL ERRC also offers an on-demand model that is uniquely suited to MSME needs for very short term needs (typically less than 1 week) using a DIY approach that combines powerful learning tools and an offline support process to keep costs low for MSME companies.

SI IPL ERRC uses a unique Workshop + Workout method which uses small focus groups of decision makers to put the plan together. SI IPL ERRC has its internal desk research capability that is used to pull together basic secondary research data for the plan. SI IPL ERRC has a team of senior functional / subject matter specialists who can be called in for short consultations (telephonic and face to face) during the process to resolve any knowledge gaps. The unique model helps keep costs low for the entrepreneur / organization and also helps build their skills using DIY (do it yourself) techniques for real time knowledge transfer during the consultative process.

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