



ENTERPRISE METRIC SUITE SOLUTIONS

# ENTERPRISE METRIC SUITE SOLUTIONS LIMITED

Corporate Profile &  
Statement of Offerings

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## About Enterprise Metric Suite Solutions Limited

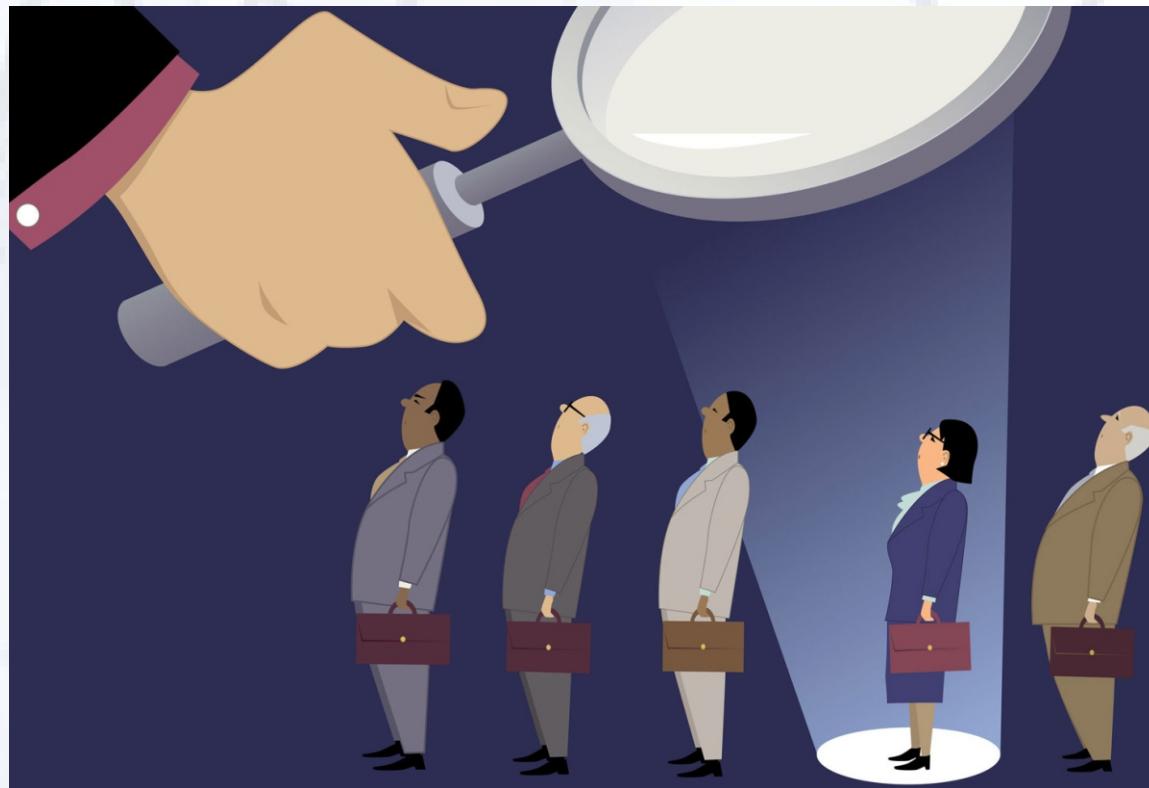
Enterprise Metric Suite Solutions Limited is a global business process and performance management solution provider with its international headquarters in Dallas Texas, USA.

In its expansion bid, Enterprise Metric Suite Solutions LLC acquired SPNS Consulting, a Nigeria based consulting firm with strength in business process management, performance management and enterprise transformation.

We are poised to partner with you towards transforming your business with the joint expertise of the team.

## PERFORMANCE MANAGEMENT SOFTWARE

### E-Metric Suite Software



E-Metric Suite Software is designed to provide for the need of organizations globally to monitor and manage performance across all tiers as daily operational activities of the workforce are linked to the corporate strategic goals and objectives of the organization on the go.

It is designed to aid organizations in the generation and utilization of both quantitative and qualitative data required for effective performance and appraisal management.

- 1 Agile task planning and tracking software.
- 2 Aids on-the-job collaboration and job reporting among team members
- 3 Extract performance appraisal data (qualitative and quantitative) from daily task management.
- 4 Provides on-the go individual, departmental and corporate performance rating across all tiers within the organization.
- 5 Links individual employee performance to corporate goals and objectives of the organisation.

## PERFORMANCE MANAGEMENT

Performance management in any organization aims at extensively improving organizational performance while sustaining performance, productivity, and the motivation of employees. In recent years, it has become obvious that traditional performance management is ineffective.

Thus, making Agile Performance Management, continuous performance management, popular for forward-looking organizations. Performance management in itself is a complex process that entails information gathering through monitoring task completion, feedback, and discussions.

An effective performance management system requires commitment and dedication from the human resources department and managers and employees, as well as, the collection of quality data. It is also important to note that the performance management process is bound to fail when the people involved are not fully interested in it.



Elements of performance management system by E-Metric Suite

- Simplified systems.
- Flexible goal setting.
- Emphasis on performance measurement.
- Major emphasis on coaching and feedback.
- Utilization of independent criteria for independent decisions.

## PROCESS DOCUMENTATION



Considering the fact that Process documentation is the creation of an operational roadmap for your organization—it helps you identify the current state of a process to know how you can improve it.

Any task that is done more than once or completed by multiple people needs to be documented.

### Process Documentation Benefits:

Allows for continual and timely changes in processes to increase productivity.



Prevents procedures from going unused due to lack of understanding.



Preserves knowledge even when those involved in the process leave the company.

## CORPORATE STRATEGY DEVELOPMENT

For an organization to truly have long-term strategic success, strong strategic plans are needed at every level in the organization. Our approach to the development of corporate strategy at Emetric Suite is designed to ensure that organizations produce better plans for how they might effectively respond to the new and emerging future.

Most importantly, a plan that prepares the business for growth through innovation. An effective corporate strategy is an important component of any successful organization.

A well-developed strategy has the potential to cause significant growth, an increase in profit, and long-term success.

However, a corporate strategy that is poorly planned can result in disaster.

**Below are some of the benefits of corporate strategy development**

It aligns business units and functions around a clearly defined goal.

Sets direction for the organization.

Provides a clear and compelling strategic direction to their team, cascade the strategy, and leverage core capabilities of the organization.

It creates competitive advantage for the organization by building strategies to ensure each business function adapts as the organization and market shifts.

It aligns business operations, talent, and resources around strategic priorities

## KEY PERFORMANCE INDICATORS ANALYTICS

Extraction of result based KPIs and the other parameters especially for the none sales related job functions (backend) could become an herculean task if the right methodologies are not adopted.

Having to put all the various contributory elements such as; Strategic objectives, employees' job profiles, business processes amongst others in sync require a sound knowledge of KPI analytics.

With our years of experience in process and performance management, we are poised to help your organization solve all key performance indicator analytics related issues as well as performance management as a whole.



## APPRAISAL DATA GENERATION FRAMEWORK

Oftentimes, organizations award high appraisal-based performance ratings/scores to employees based on activities they are involved in and not on the contribution of those activities to the achievement of the overall organization objectives.

This is based on the fact that corporate strategic objectives or initiatives and performance measures are not well extracted and aligned from the strategic plan, and or appropriate metrics for effective performance measurements are not easily figured out.

Organizations have been confronted with the constant challenge of effectively aligning corporate strategic objectives and employee performance measures, as well as identifying how to generate performance appraisal data for the measurement of the performance of some of the job functions with a focus on more of

quantitative output as against qualitative outputs.

### **Related Challenges Faced by Organizations in Performance Appraisal**

- Identification and classification of the required data for performance management can appear to be a daunting task.
- Development of performance management data generation methodology.
- Collation of qualitative and quantitative data/information that can be used for measuring the performance of the various job functions.
- Linking daily individual operational activities with set corporate strategic objectives and initiatives.

### **Metric Source**

Our performance appraisal data generation framework is designed to aid the development of a performance data generation system that links the corporate strategic objectives with company-wide employee daily operational activities.

### **Features**

The Metric Source is developed to provide for the development of both the data structure and the data generation framework in a usable form for decision-makers.

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Identifying the required data for performance appraisal and management as well as ensuring that the data is well or effectively structured is very important and this need is well provided by the Metric Source.

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The functionality of Metric Source therefore can be said to provide comprehensively for the need of organizations concerning their performance management requirements.

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Appraisal data capture in a more structured way.

# OUR TRAINING

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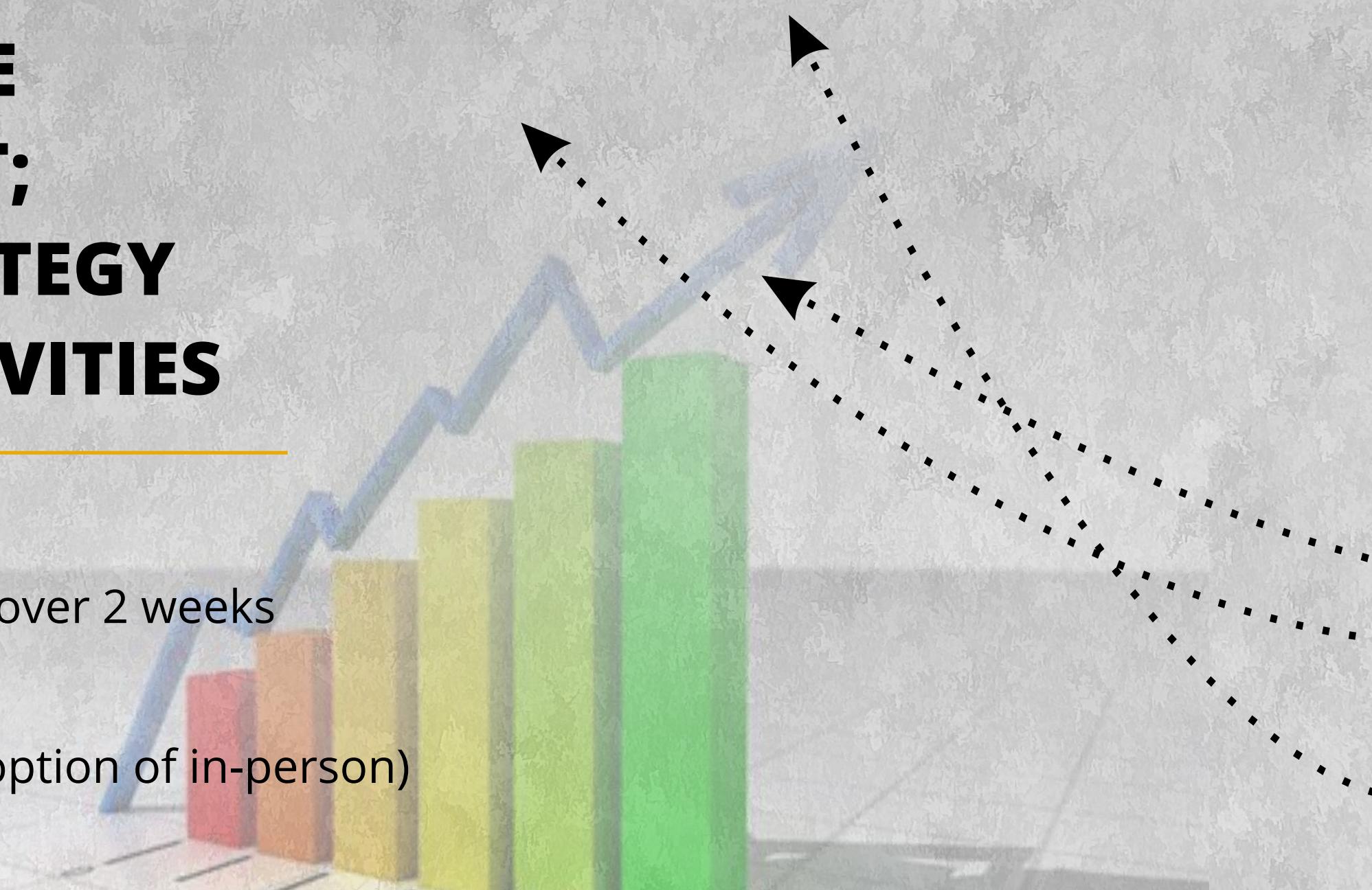
# **RESULT BASED PERFORMANCE MANAGEMENT; LINKING STRATEGY TO DAILY ACTIVITIES**

## **Course Information**

Course Duration: 3 days over 2 weeks

Start Date: On demand

Venue: Online (with the option of in-person)



**TRAINING**



# **STRATEGY REVIEW AND DEVELOPMENT IN A DYNAMIC ECONOMIC ENVIRONMENT**

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## **Course Information**

Course Duration: 3 days over 2 weeks

Start Date: On demand

Venue: Online (with the option of in-person)



**TRAINING**



# **BUSINESS PROCESS MANAGEMENT-PROCESS ADAPTABILITY & IMPROVEMENT IN A DYNAMIC BUSINESS CLIME.**

## **Course Information**

Course Duration: 3 days over 2 weeks

Start Date: On demand

Venue: Online (with the option of in-person)

**TRAINING**

# **CUSTOMER EXPERIENCE MANAGEMENT FRAMEWORK DEVELOPMENT**

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## **Course Information**

Course Duration: 3 days over 2 weeks

Start Date: On demand

Venue: Online (with the option of in-person)

# DESIGNING A BOTTOM-LINE BASED EMPLOYEE APPRAISAL FRAMEWORK

## Course Information

Course Duration: 3 days over 2 weeks

Start Date: On demand

Venue: Online (with the option of in-person)



## OUR TEAM

Enterprise Metric Suite Solutions Limited is made up of an intricate blend of professionals and consultants, who bring their years of experience and know-how to every project undertaken. Our structure consists of a board, associates, and management team; each ensuring that our clients receive the best services that would aid them in achieving their goals.



**ROBERT P. EBERS**

Global CEO



**DEBO ADEBAYO**

Executive Director (EMEA)



**EMMANUEL MOSES**

Director, Project Management Office.



**SHARON ONYENEKE**

Country Manager

## Some of Our Esteemed Clients



PARKLANE  
HOTELS



H&Wstarch  
derivatives limited



BARATA



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