

**Midterm Project: Performance Management and Metrics Analysis Project**

**DIRECTIONS:**

**Overview:**

Reading Will Kaydos’ article will tell you that the most important thing in performance management is to be able to determine what you want to measure. There is a systematic approach to developing the areas that you want to monitor. PM is not about the technology to get you the data, but about getting the RIGHT things to measure. This class is about that very point…what do you measure?

As such, you will do a “compare and contrast” analysis for various PM methods and conclude with which is the best for your organization. The following methods or frameworks will be required for you to analyze along with ONE OTHER FRAMEWORK you find on you own. Thus, research is critical and time-consuming. I highly recommend you begin this project in the first weeks of your studies for this class. It will be due in Session 9 with the paper AND voice over PPT presentation due.

**Frameworks/Methods To Be Analyzed:**

There are four key methods to be analyzed via “compare and contrast” and all students will do these same for:

1. Balanced Scorecard
2. Performance Prism
3. Quantum Performance Management Model
4. Tableau de Bord

In addition, you will add one OTHER FRAMEWORK of your choice.

Thus, there will be five (5) different frameworks you will be analyzing.

**Writing Compare and Contrast Essays:**

If this is your first time to write this type of analysis, I have provided steps for this in eLearning called, “How to write a compare and contrast essay”. Please follow these five parts:

1. [Formulating Your Argument](http://www.wikihow.com/Write-a-Compare-and-Contrast-Essay#Formulating_Your_Argument_sub)
2. [Organizing Your Essay](http://www.wikihow.com/Write-a-Compare-and-Contrast-Essay#Organizing_Your_Essay_sub)
3. [Putting It All Together](http://www.wikihow.com/Write-a-Compare-and-Contrast-Essay#Putting_It_All_Together_sub)
4. [Sample Body Paragraphs](http://www.wikihow.com/Write-a-Compare-and-Contrast-Essay#Sample_Body_Paragraphs_sub)
5. [Sample Essay Outline](http://www.wikihow.com/Write-a-Compare-and-Contrast-Essay#Sample_Essay_Outline_sub)
6. [Community Q&A](http://www.wikihow.com/Write-a-Compare-and-Contrast-Essay#Questions_and_Answers_sub)

**Table of Contents Format**

***(this table of Contents is a process and serves as a logic check on your work. All bold items MUST BE in your paper/table of contents as these are critical sections in this type of paper. You can add more sections but can NOT remove sections.)***

* **Formal Title Page**
* **Table of Contents** (regarding page numbers)
* **Introduction**
  + **General Overview of Performance Management**
  + **Paper Methodology**
    - **PM Models** (what is your paper about – 5 PM models and why)
    - **Analysis Methodology** ( how are you going to compare these models – using what method? SWOT and Weighted Averaged is the BARE minimum but is NOT the only analysis methodology you can use)
  + **Recommendations and Approval Sought**
    - What are you going to draw the reader to in your conclusion and a transition to the next section in the paper
* **PM Model #1**
  + **Background on the model**
  + **Characteristics of the model**
  + **Assumptions** (if any about the model)
  + **Values** (at least 3 things that are of value for this model)
  + **Non-values** (at least 3 things that are NOT of value for this model)
* **PM Model #2 (same format as above)**
* **PM Model #3 (same format as above)**
* **PM Model #4 (same format as above)**
* **PM Model #5** (This is the new model you researched and selected as of value)
  + **Background on the model** (this should be more extensive as it is a newly proposed model)
  + **Characteristics of the model**
  + **Assumptions** (if any about the model)
  + **Values** (at least 3 things that are of value for this model)
  + **Non-Values** (at least 3 things that are NOT of value for this model)
* **Analysis**
  + **Methodology of Analysis** (what did you do to analyze the different PM models and how did you value each one-Discuss your logic and reasoning in your analysis
  + **Findings** (what was your findings based on your logic/reasoning and analysis?)
* **Proposed Recommendation**
  + Restate your paper methodology (usually a paragraph or two
  + What was the recommendation?
  + What were the principles you used to make this recommendation?
  + What is your conclusion about your paper via your recommendation (this is your “selling points” to management)?
  + End always with requesting approval to proceed (To proceed means that you have approval to use your recommendation to establish a PM model for your work. This is the whole goal of the paper. For without approval of the model, the PM is of no value to the company)
* **Bibliography** (at least 10-15 references)
* **Appendix** (at least 2-3 items here)

**Syllabus Instructions:**

**Performance Management and Metrics Analysis:**

* Analysis of a pre-existing metric tool (see eLearning for directions). The ***project outcome will be a detailed business analysis of an existing business metric tool/framework to determine efficiency and effectiveness.*** The analysis should include looking at the different frameworks in relation to how businesses identify business drivers and define the scope of their business. The paper will show a compare and contrast of various PM type frameworks. It will include an Introduction and body of the analysis which considers how the PM deals with financials, scorecards, and risk analysis and lastly, key assumptions, value analysis, and next actions. The student will present their analysis in the form of a formal presentation of no more than 20 minutes with 10 minutes for questions if in class. If on eLearning, a voice over PPT will be required to be submitted in liu of the formal F2F presentation. In addition, the student will submit a written analysis that details the formal presentation which will be no more than 10-15 typed pages excluding attachments and bibliography; font at 10-11; spacing at 1.5; margins- normal, APA format for citing’s. This presentation and paper will be due on the ninth session of the class.