



About ETW

ETW provides a platform to track, evaluate and measure employee performance against the major objectives of the organization. Easily execute and translate long-term strategy into clear, actionable goals. With ETW you can effectively communicate the company's roadmap to success and engage everyone throughout the organization with that roadmap. Using ETW your organization can connect employees to strategy and culture to drive sustainable winning results.

Implementation: Operational Best Practices

To best optimize the ETW system, we recommend utilizing the following best practices.

CREATE MANAGEMENT CADENCE FOR ONGOING PERFORMANCE MANAGEMENT & INTERACTION:

- Establishes and improves Transparency and Accountability
- Understand the thinking behind your numbers
- Employees become problem solvers and Managers become coaches. Everyone has a continual improvement mindset and lives for an accountable outcome-driven employee development environment
- Goal setting that is outcome based and with objective scoring criteria

PERFORMANCE MANAGEMENT TO ENSURE CONSISTENCY OF AWARENESS TO AND WITH YOUR EXECUTION PLAN:

- Developing an Intentional Culture and observable behaviors versus subjective "values"
- Make the connection between living the culture and the value it brings to the organization in terms of uncovered capacity, time savings, money savings and improved internal or external customer experience

OPTIMIZING YOUR MANAGEMENT OPERATING SYSTEM TO ENSURE OPTIMAL RESULTS:

- Adapting to Existing Operating Systems by meeting clients where they are: Welch Way, SMART goals, 4DX, Rockefeller/Gazelles, OKR's, MBO's
- Minimizing change and focusing on refinement
- Keeping what works and enhancing operations through proven best practices

EXECUTE TO WIN Business Operating System for the Modern Enterprise