Raising Employee Performance to the Next Level.

PEOPLESTAR™

PERFORMANCE MANAGEMENT

TRABON

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We're helping businesses succeed at business.[SM]

TRABON SOLUTIONS AND PEOPLESTAR™

What if you could…

◆ *Align* strategy with day-to-day execution

◆ *Focus* your team on the *right business issues*

◆ Truly link *pay* to *performance*

◆ Identify *promotion candidates* based on performance rather than reputation

◆ Create a culture of *continuous improvement*

◆ Identify and *retain your top performers*

Today, leading companies are turning to Trabon Solutions to turn these goals into realities. PeopleStar represents the next generation in performance management. It combines the latest thinking with powerful, easy-to-use technology to provide a solution unlike anything before it.

With PeopleStar, you have the tools to raise employee performance to the next level.
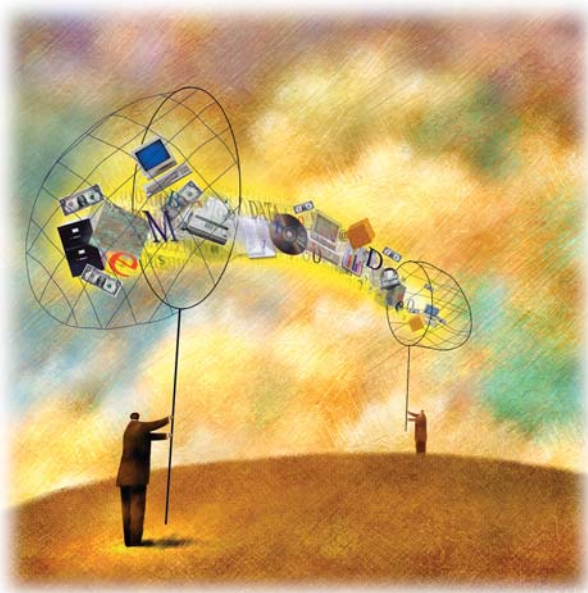
MEASURING PERFORMANCE

Managing performance starts with measuring performance. Working with the senior executive team, we identify key performance indicators (KPIs) that translate strategy into the tangible results the company must achieve to be successful. For each KPI, a target level of performance is established. Then, each KPI is assigned to one or more teams who will be accountable for achieving it.

KPI's are a powerful tool for:
- ◆ Communicating strategy to the company
- ◆ Focusing employees on critical business goals
- ◆ Creating a culture of continuous improvement
- ◆ Fostering teamwork among individuals and across functional areas

Once KPI's are established, it is critical the organization stay focused on these objectives and monitor progress toward them. PeopleStar provides the sophisticated tools to do just that. Its on-line scorecard integrates results for all metrics for all levels of the company and makes them easily available in an easy to use web-based tool. To provide context, each result is rated against a predefined scale and ranked against peers.

Note: Click the "Actual" value to view report details (e.g., Staffing, Retention).

		Target	Actual	Variance	Rating
Financial	Overall Score - AD	3.00	2.48		S-
	Sales - Actual vs. Budget - YTD	$2,699,975	$2,786,374	3.2%	S+
	Cost Varience - YTD	2.10%	1.80%	-0.3%	S+
	Productivity - FOH - YTD	2.00	10.67		S+
	Productivity - BOH - YTD	2.00	-0.04		S
	Profit Conversion - YTD	50.00%	64.85%		NI
	Segment Sales - YTD	$340,291	$311,526	-8.5%	U
Guest	Traffic - YTD	250,087	240,826	-3.7%	U
	X Score - YTD				
	Mystery Shopper Score - YTD				

Achieve Green Area Management Staffing (0 - 2...

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EVALUATING AND REWARDING PERFORMANCE

Linking measurements to pay and annual reviews reinforces desired behaviors and the culture of continuous improvement. Our innovative solution makes it easy to integrate objective measures into the annual review process. The same metrics that appear on the scorecard can be automatically included on the review form with results and rating already filled in. Bonuses and merit increases can be automatically computed based on the results delivered by the individual.

The results:
- A clear link between pay and performance
- A more objective evaluation process
- Better visibility to promotion candidates based on performance
- Lazer focus on company objectives and actions required to achieve those objectives

DEVELOPING TALENT

Delivering top-notch results requires a team with the right traits. To develop the traits and competencies employees need to be successful in their role, we provide a comprehensive 5-step process that goes well beyond the traditional annual review:

- A self assessment by the employee
- A manager's review rating the employee on the competencies appropriate for his/her role
- Calibration in which groups of reviewers meet with their manager to review and adjust the ratings for consistency and fairness and to identify the top performers in the group
- A one-on-one between the manager and the employee
- A development plan targeting specific actions the employee will take to improve his/her ability to perform

This comprehensive assessment and planning process:
- Extends continuous improvement to the employees themselves
- Increases fairness and consistency and makes reviews more meaningful
- Clearly identifies top performers

Retaining Talent

Turnover hurts. But when a top performer with in-depth knowledge and the right attitude leaves, the cost is particularly high.

Our performance management tools make it easy to identify and track top performers. Top performers are identified during the review cycle in a process called "calibration". Then each month, retention calculation tools monitor the organization's success at retaining these people and post the results to the scorecard along with other key operational measurements.

Measuring performance communicates its importance and unlocks the creative energies of the management team to make it happen.
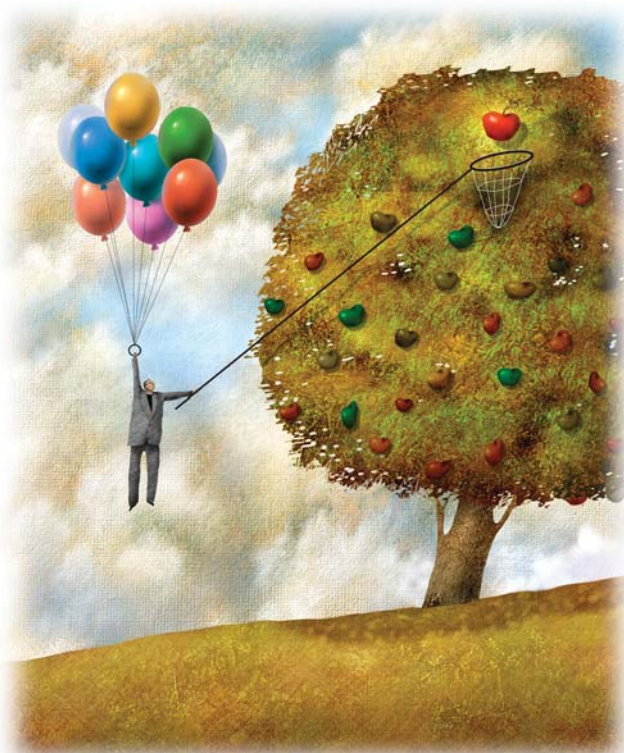
CREATE A PERFORMANCE-DRIVEN ORGANIZATION WITH PEOPLESTAR...AT YOUR PACE

PeopleStar is the next generation of performance management. It is a scalable, flexible solution designed to work in organizations of all sizes and a wide variety of industries. It is web-based for easy deployment and quick employee adoption. Trabon Solutions can even host the application for you in our secure data center.

PeopleStar can interface with virtually all HR and payroll systems. Its powerful administration tools make it easy for clients to set-up while minimizing administration time.

While PeopleStar offers a comprehensive set of tools, many organizations need a more measured pace. With PeopleStar, your organization can start small and gradually add features and users over time. It provides a robust platform that can grow and adapt with your organization.

Call today to learn more about how Trabon Solutions and PeopleStar can work with your organization to…
unleash the potential of your workforce!

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