Strategic Management System

Aligning daily activity with long term goals

Purpose - **Mission** - Passion

Picture - **Vision** - Future

Strategy

Strategic Measures

Balanced Scorecard

Tactics

Management Measures

Financial & Operational

Human Performance Development

Productivity Measures

Job, Goals, Competencies, Career

Values/Culture/Behaviors

Turning <u>Ordinary</u> People into <u>Extraordinary</u> Teams
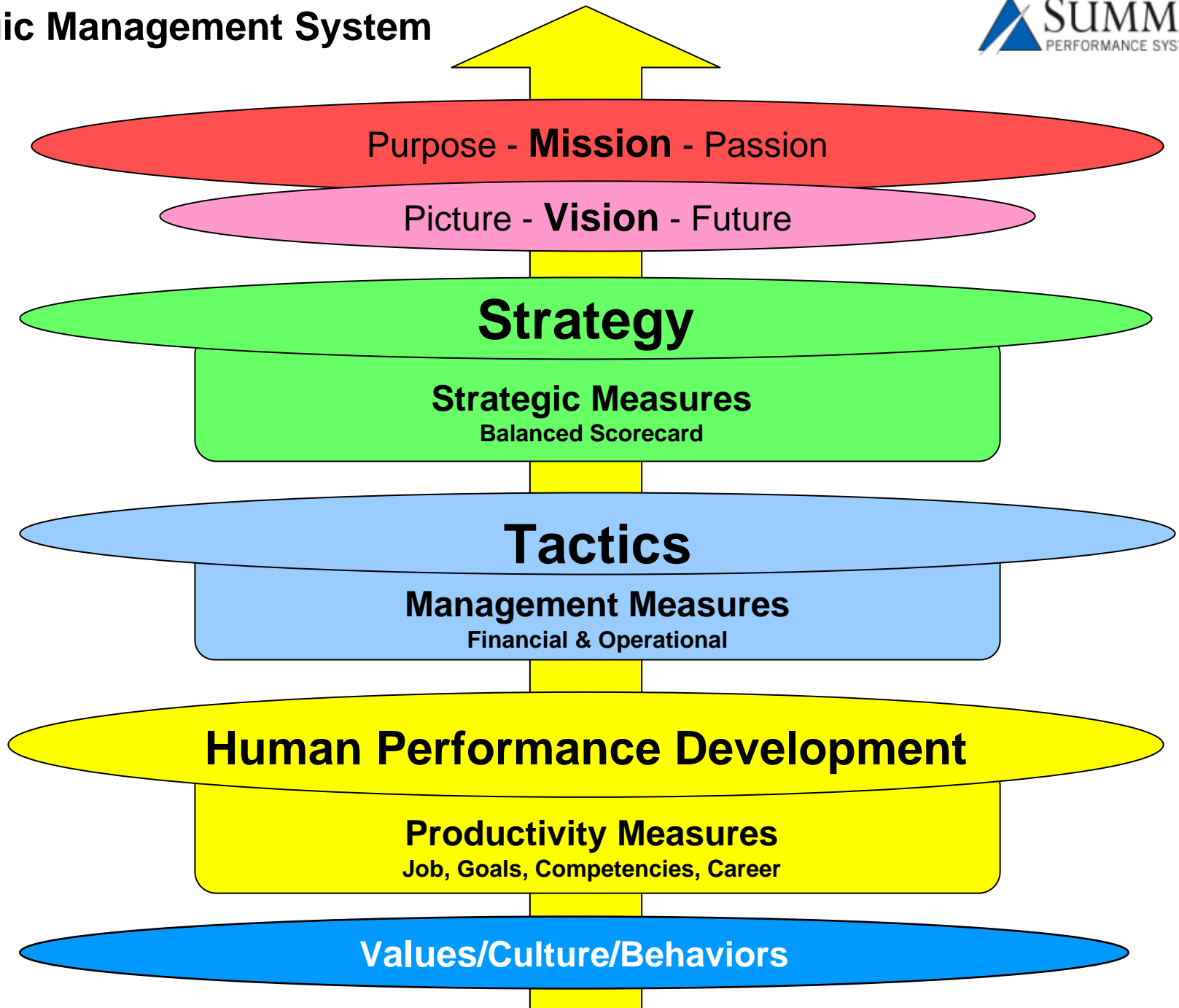
Human Performance Development

Competency Planning & Assessments
- Competency matrix
- Competency assessment
- Gap analysis & plan

Career Development
- Development plan
- Training & Coaching

Compensation Process
- Compensation and incentives

Job Performance Evaluations
- Job descriptions
- Goal setting
- 360 assessments
- Performance review

Hiring The Best
- Defining the job
- Interviews & references
- Selecting & starting