



A Holistic Performance Measurement and Management Solution





A Holistic Approach

Select Strategy has developed a personalized approach to creating employee performance management solutions. We provide:

- Performance management consulting and support that is customized to suit your specific organization's strategic priorities, culture and employee performance needs
- Intelligent online tools that learn from data inputs and adapt to your organization's performance management requirements
- Integration of online technology with "offline" performance management processes to create a sustainable solution



Tangible Benefits of Our Approach

- Align individual employee goals with organization objectives
- Measure employee performance objectively, fairly and accurately, building employee skills and commitment
- Create an efficient performance data collection, analysis and retrieval process, saving you money
- Facilitate constructive and practical performance feedback
- Focus training and development where it is needed most
- Identify your best performers
- Tie employee performance more effectively to recognition and reward





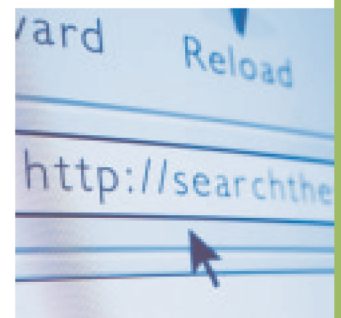
Customized Consulting Services

Select Strategy's highly skilled and experienced consultants who include organizational psychologists and human factors specialists can assist you with:

- Practical performance management strategy, assessment, design and implementation to meet your specific needs
- The integration of performance management processes with your organizational objectives and culture
- Upgrading performance management skills by providing structures, guidelines and customized training

Intelligent Online Tool

- Fully customized to meet organization and individual employee goals, job functions, core responsibilities, competencies and performance metrics
- Rapid deployment via web interface
- Offer full service hosting where desired
- Ergonomic design ensures simple and easy to use
- State-of-the-art security and encryption
- Powerful dynamic graphic reporting
- Easy export of data to HRIS, financial spreadsheets and other human resource systems
- 360 degree process available where required



Most companies have some type of performance review and management process but very few are satisfied with their existing processes

Case Study: Proof of Success

"Select Strategy developed and implemented a highly successful performance management solution for us. This solution has focused our employees on our most important business and customer objectives and streamlined the entire performance review and management process. I have found that the results and output can be easily customized to our needs. This has also made management's job more efficient and meaningful in doing appraisals and delivering the annual compensation message to employees (which is often a very stressful experience each year). Their custom solution has delivered real results and I strongly recommend their services for large and small companies."

- President of Fiber Innovations, Walpole MA

(Leading Aerospace And Defense Industry Contractor)

