

Turn strategy into action

Goals provide the focus and energy for organizations to achieve their vision and strategy, but without GOAL ALIGNMENT, employees and departments are disconnected from it, and corporate goals -- as a consequence -- cannot be fully realized.

Employees who understand their individual goals -- and how they relate to those of their organization as a whole -- will also be more engaged and motivated to play their part in this collaborative effort. It is the coordinated, collective efforts of individuals and departments that drive organizational success, as everybody's energy is harnessed and directed toward common outcomes.

Once set, managers at all levels need an easy way to view, manage and monitor such employee goals, so they can ensure that they are on track, and to address those ones that fall behind schedule or target.

Appraisal Smart's Goal Management System provides you with an online capability and database where goal setting, alignment and management can be achieved with the least effort, as follows:

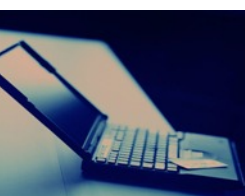
- Create goal hierarchies at all unit levels in the organization -- starting at the top.
- Cascade and align goals cross-company and top-down.
- Base goals on (balanced) scorecard perspectives (user-defined) (optional).
- Ensure goal visibility at appropriately assigned levels (top management can see all employee goals; managers can see those of direct reports; employees can see their own).
- Create goal action steps, standards, due dates, priorities, KPIs, etc.
- Create KPI scorecard dashboards at any organization level.
- Assign goals to individuals or to multiple team members in a single batch process.
- Collaboratively involve employees with goal building (even leave it to them to formulate, for managers to edit and approve).
- Update and track goal status in real-time.
- Transfer goals to performance reviews.
- Include employee (career) development goals.

<input checked="" type="checkbox"/> CORPORATE GOAL HIERARCHY	(Show Details...)
<input checked="" type="checkbox"/> MY UNIT/DEPT GOAL HIERARCHY	(Show Details...)
<input checked="" type="checkbox"/> INDIVIDUAL GOALS	(Hide Details...)

My Goals	Direct Report Goals
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<input checked="" type="checkbox"/> Scorecard Dashboard	<input type="checkbox"/>
<input checked="" type="checkbox"/> Current Goals	<input type="checkbox"/>
<input checked="" type="checkbox"/> Completed Goals (Goal Archive)	<input type="checkbox"/>

The **Goal Management Module** is an optional add-on module to the core Appraisal Smart System, but is also available as a stand-alone system



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