

...when performance  
matters

epms<sup>360</sup>

# ...get the right tools for the job

We think it pays to plan ahead. After all, it wasn't raining when Noah built the ark!

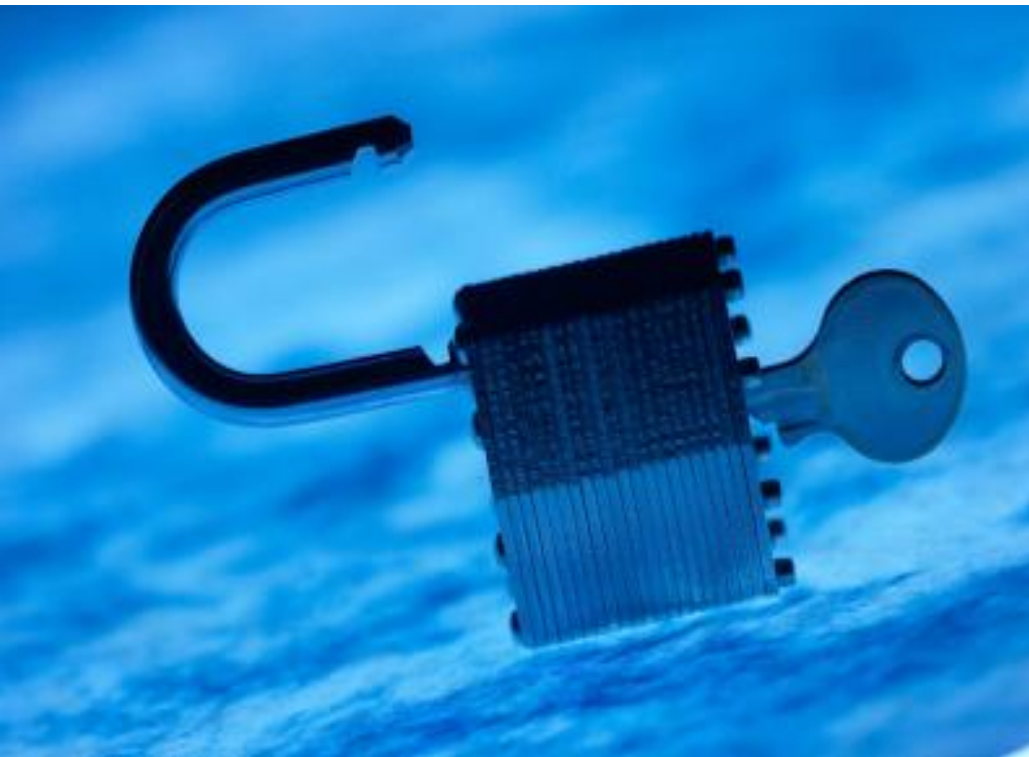
However, we recognise that developing a performance management process can seem a luxury afforded only to the big pockets of industry or to those with too much time on their hands. Not true.

We understand the practicalities of running smaller businesses but we also know that focusing the performance of people can dramatically affect bottom line profitability for a business. It is important to us and we hope you think it is important too. That is why we have developed ePMS, the industry's first fully functional web-based tool for managing and improving your people's performance, aimed directly at small to medium size business.

When performance matters.....get the right tools for the job!



# ...and unlock that hidden potential



ePMS allows you to unlock the hidden potential that exists within your business. Most businesses have up to 30% hidden potential waiting to be unlocked. The value of ePMS doesn't end there, it can also support your business in other ways.

**Employee Legislation** – Employment legislation changes due in October mean the only real line of defence for employers is good performance management. ePMS helps protect employers through global best-practise principles.

**Investors in People** – IIP requires a strong performance management process. ePMS allows you to record and capture business objectives and development plans.

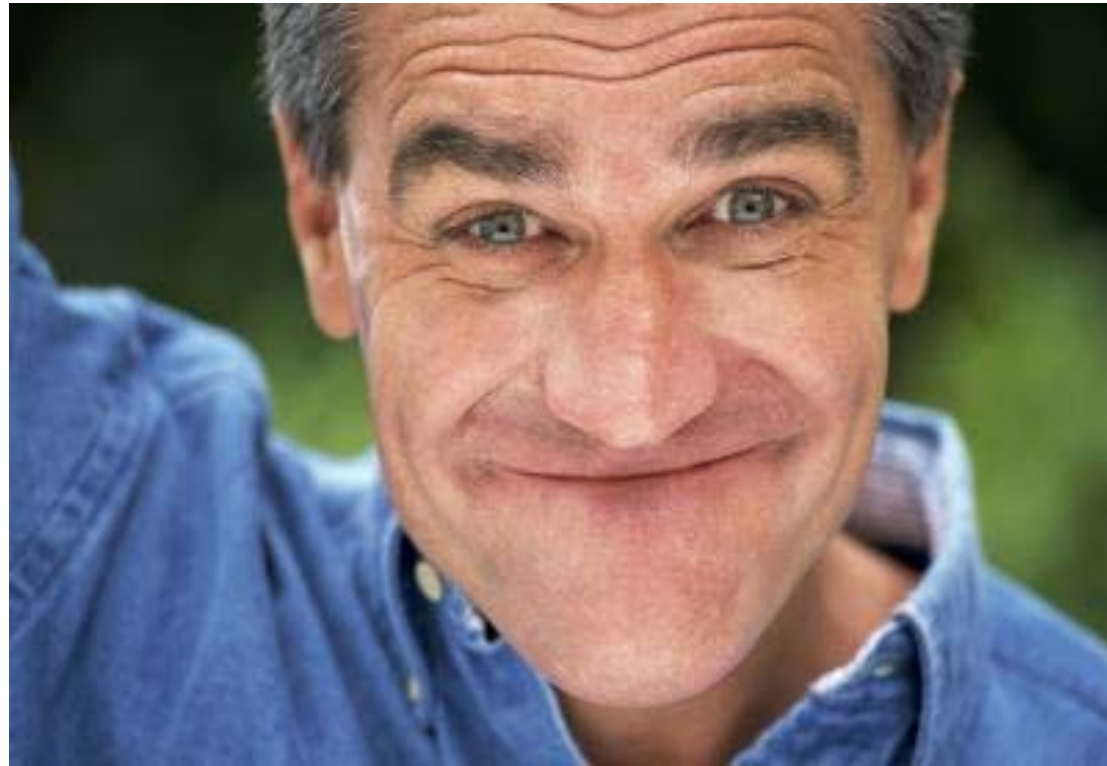
**ISO Standards** – Many companies require their suppliers to be ISO recognised. ePMS goes a long way to helping companies demonstrate the good management of employees that is required to provide a quality standard.

In an age where technology breaks the mould daily, sophisticated software systems are in abundance. As developers continue to push the boundaries by offering leading edge functionality at a price that could shock even the most resilient politician, we believe in keeping it simple.

That's why ePMS does just what is needed to ensure you gain all the business benefits you deserve, without any complication, unnecessary functionality or hefty implementation costs.

ePMS will allow you to easily create targeted personal and business improvement objectives, record evidence of progress throughout the year and conduct an end of year assessment. No paper, no fuss, no problem. And, as an added bonus we've automated the whole process so ePMS will tell you when things need doing, leaving you to attend to business.

In a world of growing complexity.....keep it simple!



# ...seeing your business grow



Research shows that good management of employee performance can improve an organisation's profitability by anything up to 60%. We're not greedy people, 55% would do us nicely. No doubt you feel the same.

ePMS is a system designed to make life easier and more profitable for you by improving the everyday performance of your people. These improvements will make a noticeable difference to your business and your bottom line.

With ePMS you can keep in touch with the progress of your staff at any time, recording evidence of their achievements as you go. This means you need never worry about having to remember everything and the annual review becomes easier and more accurate.

# ...take a look under the bonnet

## Features

- Simple screens make it easy for anyone to use.
- Fully automated to prompt the timely completion of reviews.
- Record evidence of progress as you go in the confidential evidence section.
- As your business grows, so does the system.
- Access simple instructions on how to use the system.
- Register individuals and their line managers on the system by email.
- Nominate administrative and authority levels as appropriate.
- System security and confidentiality are maintained via our secure website.
- Employees and Managers can regularly monitor the progress of their objectives and reviews.
- Access full data backup and technical support from us.
- Request comprehensive data analysis on any data contained for your business.

## Benefits

- Achieve 100% participation in objective setting, development planning and performance reviewing
- Target employees with business objectives, improving their own and business performance.
- Reward high performance accordingly and identify low performers.
- Take a bird's eye view of the performance of all employees at the same time.
- Delivers continuous improvement within the business.
- Supports the management of remote staff where contact is less frequent.
- Makes the appraisal process more productive and enjoyable for both the manager and individual.
- Employee evaluations become an ongoing process, not a once-a-year obligation.
- Provides valuable decision-making data to management in real-time.
- Provides a quick return on investment.



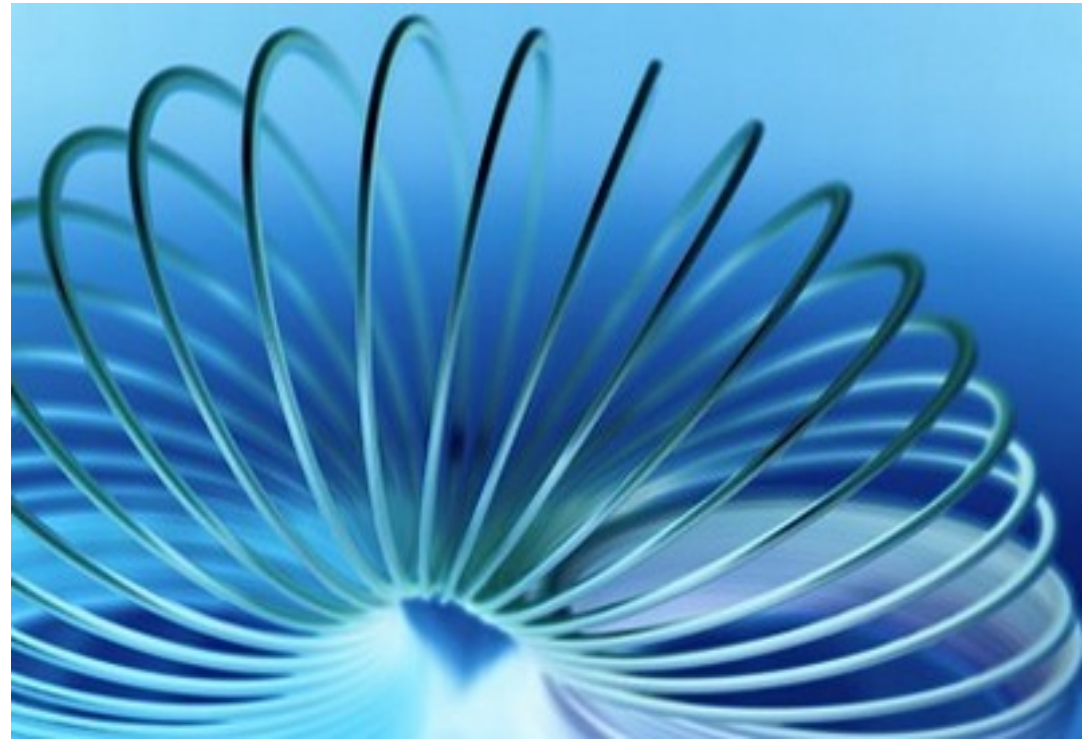
# ...when you need flexibility

ePMS is a powerful yet simple tool for helping you get more out of your business. We think a great many companies will benefit once they have begun using ePMS.

We understand though that 12 month contracts, advance payments and implementation fees can see the cost rise to an unaffordable level. We want to make it easy for you.

That is why we operate a monthly payment scheme with no fixed contract and no implementation fees. We believe that once you start using ePMS you won't want to stop, but we want to provide the flexibility of ownership, should you need it.

Once you decide to join us, it's a simple setup process. You complete the administration and sign up forms, you send us a copy of all the data we need to populate your system and then, your up and running.



# ...take it for a spin



If your curiosity has been aroused by our hypnotic abilities then pick up the phone or e-mail us and take ePMS for a spin.

We'd like to show you just how simple, yet effective, ePMS is to use. Open your mind to the possibility of improved staff focus and motivation, improved efficiency and quality and overall increased business results.

If you have one opportunity to transform your business, take this opportunity. For a fraction of the cost you would pay for most other performance management systems you could be up and running with ePMS. Further more, you can subscribe on a monthly basis making the cost of ownership easier to achieve. No one off administration fee, no implementation fee, no annual contract.

# ...we're waiting for your call



## Contacting Us

If you like what you have read, get in touch and we'll be only too happy to show you how ePMS works and what it can do for your business.

You can reach us via any of the following contact options:

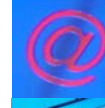


Tel: +44 (0)1283 535562

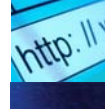
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