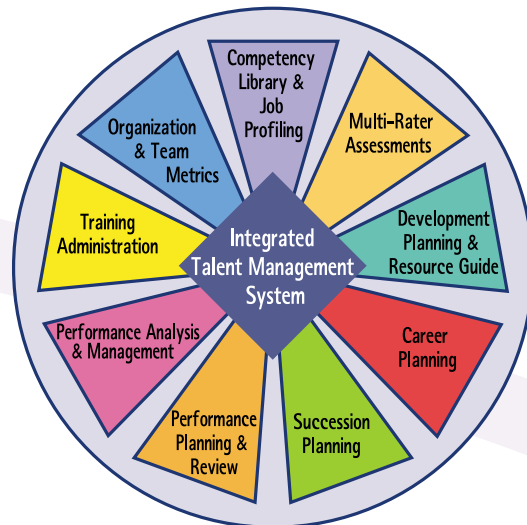




Organization value stems primarily from the knowledge, capabilities, and relationships embedded in people. *focus* is the preeminent system for capitalizing on human potential.

What Is *focus* ?

focus is an integrated competency and skill-based process and software system, a recognized benchmark in Performance Management and Employee Development solutions. Developed by Human Resource Specialists to incorporate best practices, *focus* provides organizations and their employees with tools to intelligently manage performance, development and career advancement.



What Does the *focus* System Do?

- **Competency/Job Profiling:** Identify core competencies for your organization. For each job or job role, identify and prioritize critical competencies and technical skills.
- **Multi-rater Development Feedback:** Select a feedback team and complete assessments on-line.
- **Current & Career Development:** Identify realistic career opportunities. Enter on-line resumes. Create Individual Development Plans for current and future positions.
- **Performance Planning & Review:** Develop organization goals and link to individual performance plans comprised of goals, standards, and/or behaviors. Track and evaluate.
- **Learning Management System:** Provide on-line training registration. Conduct powerful training needs analyses that identify critical competency and skill gaps, and calculate the dollar impact. Evaluate and report the results of training at Levels 1-5.
- **Succession Planning:** Identify and develop back-ups for critical positions, roles or job pools.
- **Organization and Team Metrics:** Assess organization and teams on Employee Satisfaction, Commitment, Organization Climate, and more.
- ***focus* Library and Quickstart:** Use the *focus* library of competencies, job profiles, and learning resources to get *focus* working quickly and easily.

What Are the Benefits of *focus* ?

- **Powerful and Comprehensive:** Bring all your performance and development processes under one "virtual roof".
- **Flexible • Easy to use • Scalable:** Bring focus modules online in any order or timeframe, or integrate your entire HR system. Move at the right pace for you.
- **Cost Effective:** Promotes employee self-serve. Reduces HR Administration. Pays for itself quickly and continues to produce ROI.
- **Install *focus* Quickly and Easily:** Install within weeks.
- **Customizable:** Create a system that meets your unique needs.



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