

TotalPerformance™

GOAL MANAGEMENT

SumTotal

POWER. SIMPLICITY. NO COMPROMISES.

TotalPerformance™ Goal Management turns strategic business objectives into day-to-day employee goals, providing every level of your business with the tools to synch and deliver against organizational strategy.

TotalPerformance - Goal Management

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go to help home log off

overview goals

my goals edit goals

my goals

Performance Goals	status	due
Increase global market share for My Company - Widgets by 5% <i>notes: measured by -</i> 1. Unit sales for current fiscal year compared to sales for last year. 2. Unit sales for current fiscal year compared to combined global unit sales for all blue widget vendors.	Good Shape	80% 12/31/2006
Human Resources: Develop top performer retention program	Good Shape	60% 12/31/2006
Human Resources: Implement new variable compensation plan	Completed	100% 3/31/2006
Human Resources: Hire three or four Area Sales Reps under each new Regional Sales Manager	Completed	100% 6/30/2006
Work with Director of Sales to review existing job descriptions for Area Sales Rep and make modifications as needed	Needs Attention	40% 12/17/2006
Conduct salary study for competitive pay information for all three regions	Good Shape	60% 12/31/2006
Work with Director of Sales to develop a recruiting plan for new positions	Good Shape	90% 12/31/2006
Initiate succession planning project	In Trouble	15% 12/17/2006

Career Goals status due

Developmental Goals status due

[click here to add new top level goals](#)

Goals in red have been modified since the last time you viewed them.

save goals

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Strategic alignment

TotalPerformance's simple, visual Goal Management module helps communicate strategic goals to every employee on the team, to encourage understanding of how they can contribute to business strength.

- TotalPerformance supports Balanced Scorecard by categorizing them as financial, process, customer, and learning/growth.

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- Cascade strategic goals to business units, departments, or individuals. The hierarchical goal structure allows crystal-clear alignment among organizational, departmental, and employee goals. Executives and managers can easily review team and individual goals through dashboards delivered by e-mail.
- Immediately disseminate strategic course corrections to your entire team as you address competitive threats, new innovations and market change.

Goal alignment reporting helps you identify exactly where you may have gaps in alignment with strategic goals and avoid surprises that can occur when strategic goals aren't met.

Easy and accurate tracking

With TotalPerformance, employees and supervisors create, edit, and track goals. E-mail notifications help ensure that employees record progress on each goal. Supervisors and executives can monitor when and how frequently managers and employees access and update their plans and progress notes.

Integrated development plans

Your employees can access the TotalPerformance Developmental Resource Library when setting development goals, accessing more than 2,500 resources (plus any resources you choose to add), linked to job-specific competencies, including TotalLMS™ learning activities.

Features and capabilities

- Compatible with Balanced Scorecard strategic goals
- Configurable with your SMART goal and weighting
- Ability to cascade to groups or individuals for visible strategic alignment
- Fully supported with comment assistant, spell check, language scanner
- Customizable email reminders
- Informative, visual reports and dashboards
- Accessible offline through ToGo®

For more information, please contact us at +1 650 934 9500, or toll-free at +1 866 768 6825.