

Performance Management has never had a better tool.

The bigger the organization grows, the more important and difficult it becomes to insure that employee performance is well managed, document and integrated. Sapien Global Performance Management is a powerful, automated performance planning tool that provides integrated workflow and appraisal templates, and allows for performance plans to be created in multiple languages and routed to all relevant parties for discussion, approval, feedback and monitoring. Unlock the power of performance management with Sapien.

Designed to fit around your processes and to reflect how you want to engage with your employees, Sapien Global Performance Management provides:

- **Built-in flexibility**, allowing you to determine the screen flow, competency frameworks you use, organizational ratings and more
- **Streamlined processes**, automatically routing tasks and information to the right people and triggering reminders to insure deadlines are met
- **Effective employee engagement**, with easy-to-use self-service that provides opportunities for goal and performance development and review
- **Improved reporting and analysis**, with real-time access to performance information in order to support HR decisions, you'll be able to identify high performers and those in need of support, and drive other critical activities such as career and succession planning
- **Total integration**, as a stand-alone or integrated module, Sapien Global Performance Management integrates with Sapien reporting tools for standard and ad hoc reporting, together with powerful query and one click export for analysis

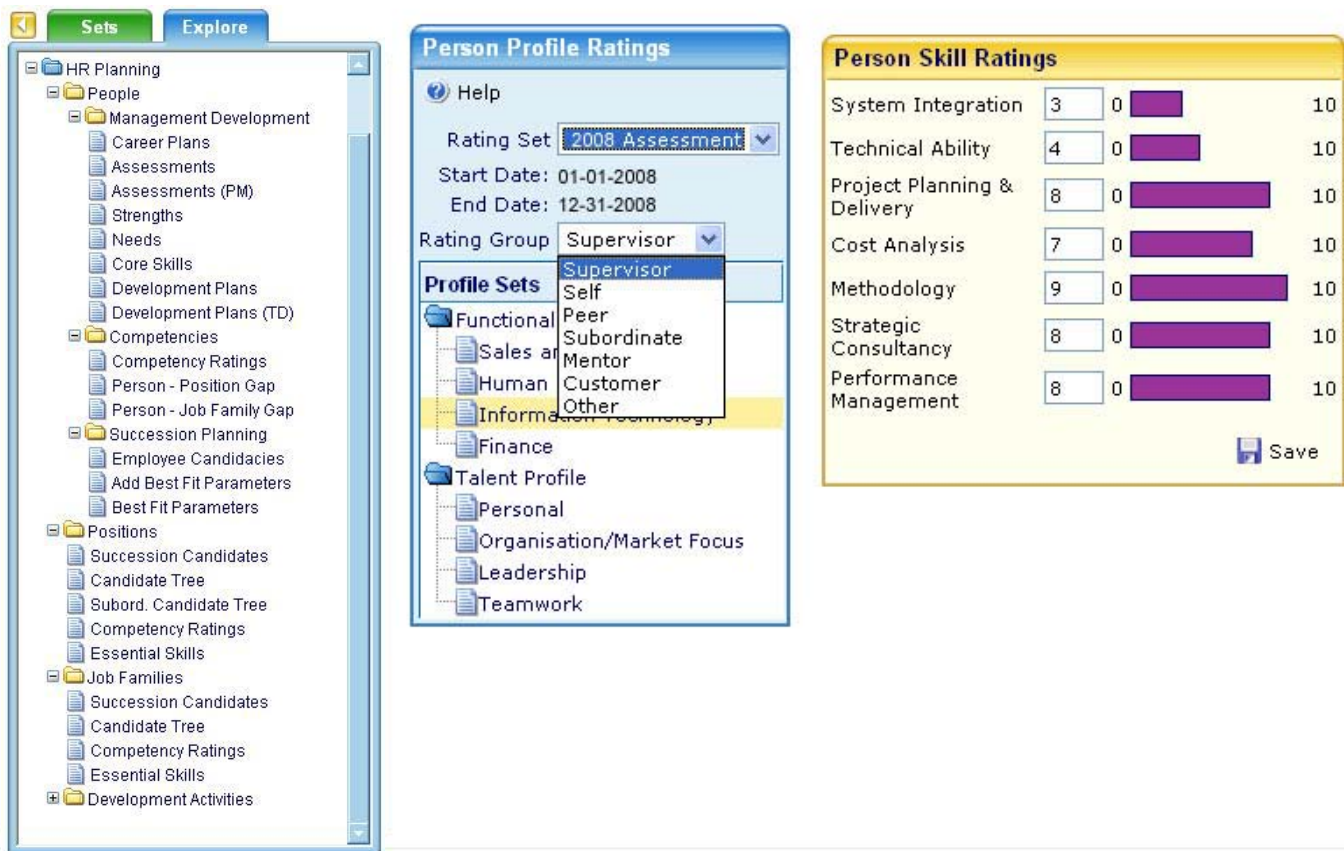
Assessment Details			
Effective From	10-30-2008	Effective To	10-31-2009
Review Date		Next Review Date	
Close Plan	<input type="checkbox"/>	Close Date	
Assessment Name: 2008 Assessment			
Performance Plan	2008 Performance Plan	Core Profile	Functional Profile
Development Plan Name	2006 Development Plan	Rating Set	2007 Managerial
Ready Date	07-01-2009	Ready Reason	Development Plan
Readiness	6-12 mths	At Risk Reason	-Please Select-
At Risk	<input type="checkbox"/>	Employee's Performance Rating	Good
		Manager's Performance Rating	Good
Potential Rating	2+ Levels	High Potential	<input checked="" type="checkbox"/>
Talent Pool	Executive Group		
Employee Sign-off	<input checked="" type="checkbox"/>	Approved By	
Second Level Approver		Approver Sign-off	<input checked="" type="checkbox"/>
		Second Level Sign-off	<input checked="" type="checkbox"/>
<input type="button" value="Start Now"/> <input type="button" value="Files"/> <input type="button" value="Add Comment"/> <input type="button" value="Save"/> <input type="button" value="Delete"/>			
Related Items:	Assessment Summary	Objectives	Strengths
	Associated Profiles	Needs	Assessment Narrative
	Person Rating	Plan Stage History	Development Plan

From custom tailoring to supporting reviewing managers to improving analysis and reporting, Sapien Global Performance Management unlocks the power of performance management on a global basis... providing a worldwide view of your team, their goals, their performance and the opportunities they present for your company.

Sapien Global Performance Management integrates seamlessly with the entire global HRMS database, and with the system's Recruiting, Training, Multi-Rater, Succession and Compensation tools to maximize the efficiency and effectiveness of the organization.



 **Benton, Samuel (2001)** (add to set)
 Group Managing Director, Omnicron Group PLC,
 General Management, Edinburgh

Person Profile Ratings

Rating Set: 2008 Assessment
 Start Date: 01-01-2008
 End Date: 12-31-2008
 Rating Group: Supervisor

Profile Sets

- Functional
 - Self
 - Peer
 - Subordinate
 - Sales and Marketing
 - Human Resources
 - Customer Service
 - Other
- Information Technology
- Finance
- Talent Profile
 - Personal
 - Organisation/Market Focus
 - Leadership
 - Teamwork

Person Skill Ratings

System Integration	3	0	<div style="width: 30%;"></div>	10
Technical Ability	4	0	<div style="width: 40%;"></div>	10
Project Planning & Delivery	8	0	<div style="width: 80%;"></div>	10
Cost Analysis	7	0	<div style="width: 70%;"></div>	10
Methodology	9	0	<div style="width: 90%;"></div>	10
Strategic Consultancy	8	0	<div style="width: 80%;"></div>	10
Performance Management	8	0	<div style="width: 80%;"></div>	10

Save

For more information, contact Sapien at 1-866-E-SAPIEN (1-866-372-7436)

Founded in 2005, Sapien is one of the most progressive, competitive and innovative providers of on-demand HRMS and HCM software resources, and of Human Resources Augmentation[™] (HRA) services, and is emerging as the leader in the global evolution of HR solutions. Built on the SaaS platform, Sapien combines comprehensive HR management and planning functionality with the latest Internet and workflow technologies to help transform the way companies manage their HR functions. Sapien services a worldwide client base from its headquarters in Morristown, NJ. More information is available at www.sapiensoftware.com