

Performance Analysis Support System -- PASS

What it Is/What it Does

The path to self-sufficiency!

PASS helps organizational leaders...

Shape... their management needs and priorities.

Assess... the organizational situation.

Analyze... specific issues.

Evaluate... multiple options.

Determine... appropriate solution sets.

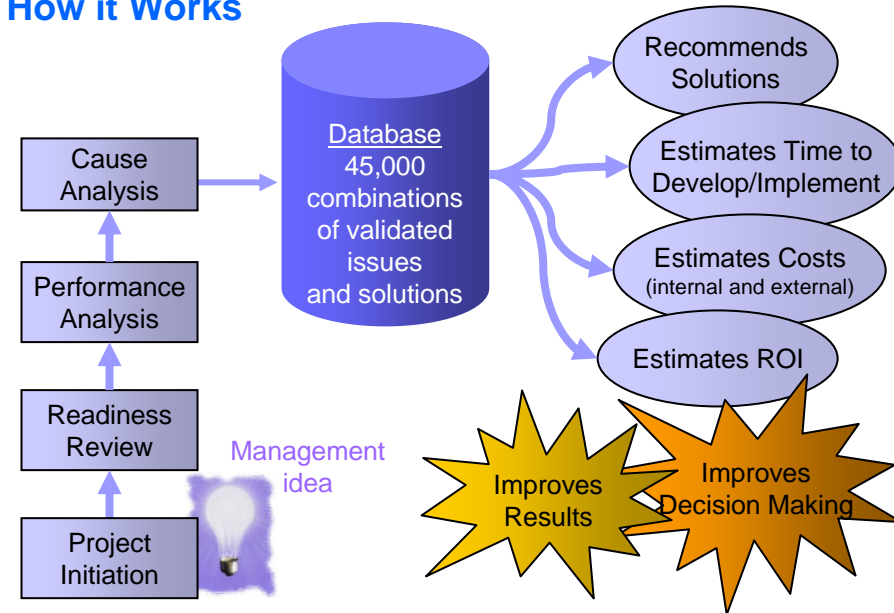
Communicate... across initiatives and organizational boundaries.

Methods are... scientific, standardized, disciplined, unbiased, precise, and bullet-proof.

Increases efficiency... Reduces costs... Increases ROI.

The organization *hums!*

How it Works



Why it's Essential

Fortune 200 companies each spend between \$300-900M/year on training alone. (ASTD, 2006)

Large government agencies spend much more. (DoD, 2006)

Include the cost of leadership development, process improvement, culture change, organizational redesign, incentive plan redesign, competency modeling, etc...and the average total expense is well over \$1B per organization. (ASTD, 2006)

Less than 15% of training typically *transfers* to on-the-job performance. (Rackham, others)

More than 70% of change initiatives *fail* to achieve the desired results. (CEP Worldwide, EOC Ltd, Vanguard, others)

Transferring a small fraction of the current expense into the right solution investments, leads to the right answers and creates a huge productivity opportunity.

Payoff

Speed	Analyses get done in days or weeks versus months.
Availability	Web accessible. Always on; always ready.
Control	Data are captured and consolidated. User maintains control. Cumulative meta-data increases value.
Accuracy	Adds a heavy dose of management science to what is now mainly leadership "art".
Integrity	Reduced bias. No consultant-speak. The data tell the truth.
Value	...On multiple levels. Payoff projection is typically 2-3 major projects.

3 versions of PASS (from rapid to comprehensive analysis) support every continuous improvement need!