



- Visualize individual & team performance
 Define specific skill expectations for each role
 Turn "upskillling" into an interactive process
 Identify and close skill gaps:

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Competencies

- Highlight and emphasize progress towards ideal state
 Evaluate individual and team development over time





Objectives

- Identify the most critical results for the team to pursue
 Set time-bound guidelines for ongoing business planning
 Simplify the process of determining focus areas

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- Create an additional layer of engagement and appreciation
- Create an additional layer of engagement and appreciation across your team
 Allow team members to identify their personal expressions of accomplishments and pursuits
 Build in a process of "mutual" achievement by interweaving personal goals with business objectives

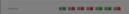




Continuous Reflection

Redefine Performance Reviews in a way that allows for shared dialogue and meaningful outcomes





Role Performance Metrics

- Identify measurable targets and visualize them in an intuitive interface
 Establish visibility to the process and results that define success
- Align individual and team problem solving efforts





Role Library

- Create a comprehensive database for each role in the organization
 Define the progression of skills and duties for desired



Skill Library

- Seamless implementation to build your organization and team structure
 Intuitive interface to define core values, job duties, and soft skills
- Create a working plan for skill development within min





Manage

· Seamless implementation to build your organization and



Create a working plan for skill development within minutes

Coming Soon



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Key Performance Indicators

- Define performance measures and create a routine system for problem solving in relation to "Plan" vs "Actual"
- Generate dashboard reports to enable consistent reporting across teams and groups
- Drive visibility, accountability, and engagement around actual status and target results

\blacksquare **Priorities**

- Plan for the day with the most important activities
- Focus in on a few specific tasks, not the many
 Give rise to daily reflection on plan versus actual

See how Orchestra can benefit your organization.

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