

ONLINE JANUS PERFORMANCE MANAGEMENT SYSTEM SUITE

Improve Employee Production and Engagement

Practically all organizations have performance assessments, but few have the comprehensive resources to support their managers in the actual appraisal process. From sample competencies, competency-specific feedback, action plans, and coaching notes, most Human Resources Departments simply don't have the "bandwidth" to support line managers in the most effective manner.

To fill this gap, the Worldwide Centre for Organisation Development (WCOD) offers its Janus Performance Management System as a fully integrated, on-line performance management resource system. Janus offers a suite of guidance materials related to the management of employee performance. Each module with the system, helps the whole performance process to flow more smoothly from initial motivation to succeed and mutual goal setting, to effective coaching and feedback-giving and finally to end of cycle review discussions and career action planning.

PDF downloadable performance management booklets available include:

- Taking the Performance Initiative
- Setting Performance Objectives
- Giving and receiving Performance Feedback
- Coaching for Performance Excellence
- Conducting a Performance Update Discussion
- Handling Unacceptable Performance
- Preparing for Annual Appraisal Discussions
- Career and Future Development Planning
- Performance Action Planning
- Performance Competencies

The Janus performance management assessment system also includes a full self, 180 degree and 360-degree feedback assessments that can be entirely tailored to each individual's required competencies, based on their role (drawn from an extensive library of 36 competencies that are described within the Janus system).



Every supervisor/manager using the Janus system has access to over 1000 pages of information, including actual appraisal feedback comments for low, medium and high-performing individuals in many different functional areas. These descriptions can even be cut and pasted into internal performance review forms, and edited by individual managers.

WHAT DO YOU GET AND WHAT ARE THE BENEFITS

Complete unlimited access to the Janus web site at significant percentages off the normal price where internal human resource staff or line managers can generate as many appraisal discussion guides on different subjects as they wish.

KEY DISTINGUISHING FEATURE
Extensive cut and paste appraisal comments available for over 50 general category job roles for high, average and low performing individuals.

WHAT'S NEXT?

To take up this offer, or for more information, simply e-mail Anne@od-center.org your name, company, address, and phone details – someone will get back to your right away.

For 15 years the Worldwide Centre for Organisational Development has been offering its clients best-practice people-based research, consulting services and on-line tools to help maximize human potential. WCOD is located in Los Angeles, California, with offices also in Australia and the UK.



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