

# Monitor Pulse™

Alignment of HR processes with organizational goals and strategies is one of the hottest topics in business today. Processes such as Performance Management, Talent Management etc. are under scrutiny. However, many organizations lack a process for measuring such alignment, process effectiveness, or even employee engagement.

Based on nearly 35 years of leading edge HR process consultancy, we have developed frameworks that define common core components (e.g., career planning, retaining of HiPo's). Monitor Pulse audits organizations' HR processes to help them identify which of these components are working well and which are not. Equipped with valid and reliable data, organizations are therefore more confident and empowered to make the most appropriate changes. This minimizes costs and time, and it maximizes return on investment and/or added value.



Prioritize Budget Spending

Compliance

Identify Strengths & Limitations

Build Consensus for Improvement

Process Design

Process Consistency & Data Accuracy

## HR PROCESS AUDITS - MANAGED DATA SERVICES

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**Monitor Pulse<sup>SM</sup>** is a questionnaire, available on web or paper that systematically elicits feedback from employees on the critical core components of their organization's HR processes. An aggregate report is produced, showing perceived relative strengths and limitations of the processes.

Monitor Pulse audits HR processes including but not limited to:

- Performance Management
- Talent Management / Succession Planning
- Workforce Planning
- Development Management
- Pay-for-Performance
- 360 Assessment



**POWERING PEOPLE™**

## HOW IT WORKS

Detailed Process Descriptors By Area	
This section shows the average ratings for each Performance Management descriptor.	
	Avg
<b>DESCRIPTIONS FOR DESCRIPTOR 1</b> 1. The organization has clearly defined business goals, purposes and strategy (e.g. Vision, Mission, and values)	Agreement With Descriptors Low <span style="float: right;">High</span> 4.5
2. People-managers regularly discuss company direction, priorities and plans with their staff/supervisors	4.5
3. Employees believe in the organization's goals, purpose and strategy	4.5
4. Each unit or team has a compelling vision of how they will succeed in the entire organization, and clear goals for doing so	4.5
5. Employees have full and up-to-date descriptions of their roles, current responsibilities, responsibilities, authority, incentives, and relationships	4.5
6. Employees regularly identify and describe what they measure (process or services)	4.5
<b>Practice Group</b> COLLECTION BUILDING	4.5

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- STEP 1 - Our consultants work with you to determine standard or tailored audit instruments.
- STEP 2 - We administer the data collection.
- STEP 3 - We present you the summary of results.

STEP 4 - You begin Action Planning

**GET RESULTS TODAY!**

## MANAGED DATA SERVICES

Effective decision-making processes depend on the availability of valid, reliable, differentiating and relevant data. Pilat's Managed Data Services offers more than data collection; we bring robust data management, reporting and analysis. Our services include:

- Employee Opinion Surveys
- Employee Engagement Surveys
- 360 Degree Feedback

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