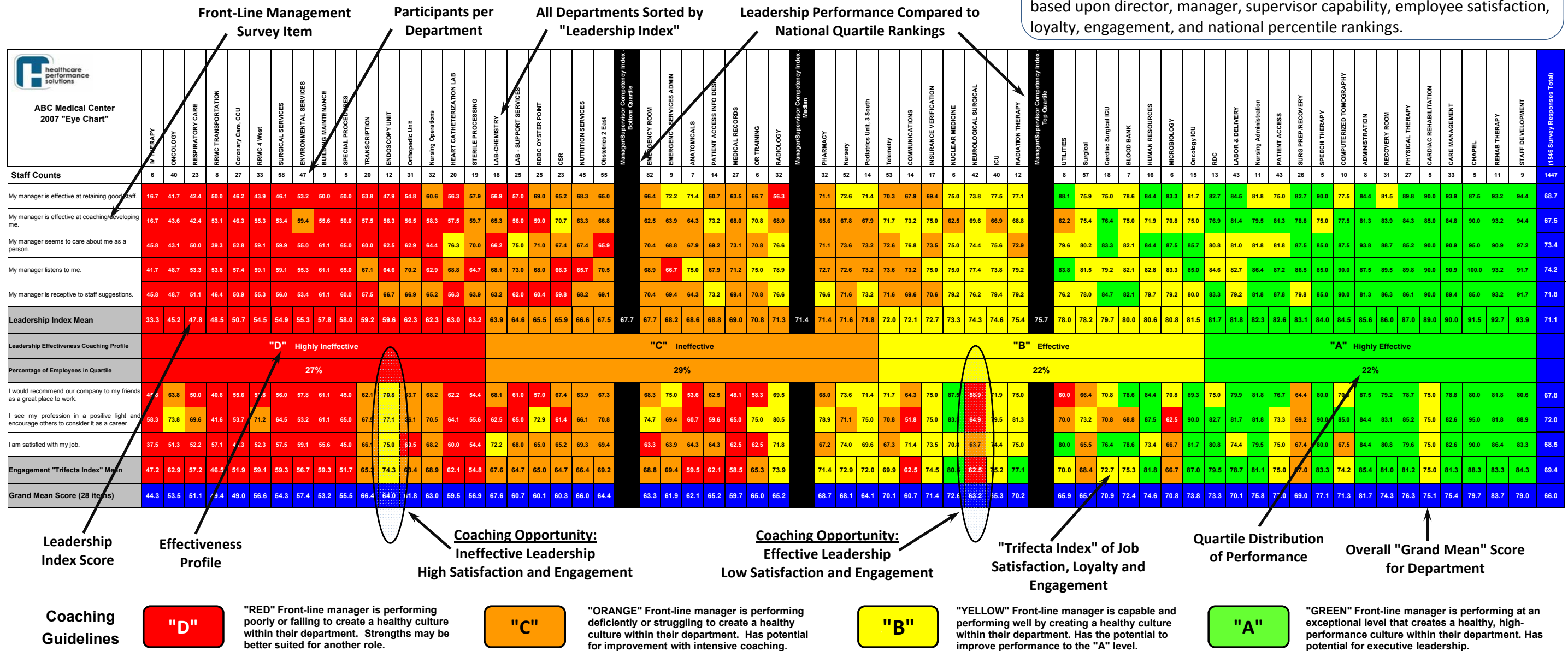


# The Talent Management "Eye Chart"™

## Improving Organizational Performance, One Department at a Time

1. What it is ... The Eye Chart illustrates critical performance information in an easy-to-understand graphical format. It shows how individual departments within an organization compare to one another based upon director, manager, supervisor capability, employee satisfaction, loyalty, engagement, and national percentile rankings.



### 2. How it is used...

- With this reporting format, an organization can:
- Establish and compare specific service line performance "drivers" and outcome indicators
  - Incorporate a system that creates an objective, structured approach to performance coaching
  - Create a talent management process for more successful appointment practices, succession planning and the ability to "quantify culture"

### 3. The compelling value...

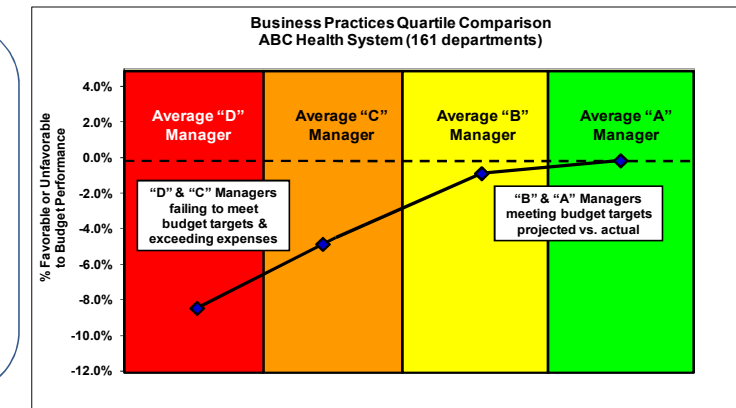
- Create actionable knowledge vs. a "data dump"
- Compare your performance to other organizations
- Improve net operating margin by optimizing your workforce productivity and commitment to service
- Differentiate front-line management performance and develop specific action plans for improvement
- Correlate employee retention, patient satisfaction, clinical quality, and financial performance

### 4. What Executives say..

**Jon Cecil (CHRO-Lee Memorial HS)** - *"The most effective tool we've ever used to improve the overall performance of our front line managers and directors."*

**Ron Burnside (CHRO Memorial HS)** - *"The Eye Chart helped us improve our business practices percentile ranking from 9% to 70% over a 3 year period."*

**Woody Hester (CHRO MISL)** - *"The Eye Chart focuses on leadership. It's always leadership that makes or breaks any organization (small or large) over the long haul."*



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For a comprehensive overview of the "Eye Chart" and other measurement services, please contact us for a demonstration at 877-582-8884

Extensive performance measurement and research conducted by Success Profiles (involving over 500 healthcare organizations), has revealed that there are consistent cause and effect relationships between business practices, leadership capability, and overall performance. The chart above illustrates just one of the examples with quartile differentiation and performance to budget.