



Is that the best they can do?

Performance appraisal & measurement for effective teamwork

Get the most from

- ★ the need to assure yourself or your regulator about your staff training and development
- ★ the time spent on individual objective-setting and performance appraisals
- ★ your plans to track your business performance.

With the SO approach you can

- ★ **extend your influence**
by getting an enriched and independent view of your situation

and according to your needs
- ★ **line up people's performance and development with your business objectives**
e.g. by assuring that your paperwork and processes are up to standard
- ★ **get more out of the feedback that is available to you**
e.g. by assessing your performance indicators from a ****People+Systems**** perspective

...and so boost your business competence and agility

more...



So... we're here to help you do it

Strategic consulting on human & organisational factors: key to successful change and best use of technology

London – Milton Keynes – Oxfordshire – Buckinghamshire – Hertfordshire – Bedfordshire – Thames Valley

Feel free to call me, Roger Martin, on

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Four steps to sustainable value

You will always get a *tailored* service from Sustainable Organisations, but here is an illustration:

1 First contact, e.g. an hour's free conversation

- getting a feel for us as people you can trust
- exploring your issues.

Your input?
Just a slot in your diary!

2 On-site consultation

- getting a problem outline report and
- your next options described and priced.

Your input? ½ director-day & £500

4 Full business system review

- linking business and personal feedback
- growing the culture needed to sustain compliance and best practice

Your input? 2+ director-days & £10-28K depending on scale

3 Appraisal process upgrade

- improved skills
- regulator-compliant documentation
- people-friendly processes.

Your input? 1 director-day & £5-15K depending on scale



Why not call us in?

Track record SO's MD has more than 20 years' relevant experience, in 2003 helping a solicitors' Practice Director (now our Company Secretary) install LSC-compliant appraisal and training.

Enthusiasm You get someone who loves your kind of challenge, and enjoys helping others join in.

Integrity You can rely on professional service that will always be ethical and trustworthy.

Proximity We are probably only an hour or two away from you.

Rarity You get a unique combination of audit, management and people skills – ideal for such projects.