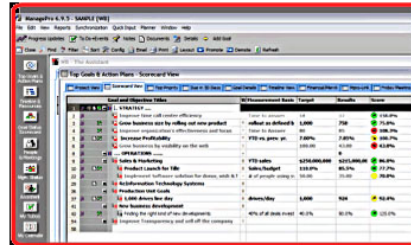




**GOAL-BASED MANAGEMENT SOFTWARE**

**FINALLY, A SOFTWARE THAT MAKES MANAGING BY GOALS AND OBJECTIVES A BUSINESS REALITY**

- From goals, objectives and projects, to daily tasks and calendar appointments, one software to help you successfully manage it all
- ManagePro and MProWeb both provide a goal based system, with easy to use, but powerful tools to improve:
  - \* **Visibility**
  - \* **Follow-through**
  - \* **Execution**
- Wouldn't it be great to have immediate visibility, any time, any day, on up-to-date information on your top goals, projects, latest results... all of it available in scorecards with immediate drill down to action plans and latest status updates?



[Click here to Test Drive a free demo copy of the software for 30 days](#)

ManagePro & MProWeb , desktop and browser-based respectively, provide a technology for structuring work around goals, action plans and results, helping you generate:

- Improved Organization and Focus
- Improved Coordination around visible Priorities
- Improved feedback loops and Status Updates
- More effective and less time consuming meetings
- Digital dashboard, with Balanced Scorecard and management alerts

Take a moment to review what research has had to say about using goals as a vehicle for managing work.

**Based upon:** [A Review of Research on the Application of Goal Setting in Organizations.](#)

A analysis of 27 studies in different organizations spanning more than 10 years and focused upon:

**Using Goals does Improve Performance**

- Production is significantly higher when work is structured around goals, versus when it is not. Both quantity and quality show improvement when using goals with quantity showing the largest gains.

**Goals, Performance and Managers**

- Managers who set goals for their reports and supervise/give feedback on the outcome, generate significantly higher productivity than managers who supervise, but do not set goals, or set goals but don't provide feedback.

**Goals, Performance and Top Management**

- Planning and goal setting is strongly correlated with improved performance and increased commitment by employees, but only when given encouragement and support by top management! Lack of involvement by top management is defined as a lack of personal involvement in driving the goal setting process down the organization.

**Goals, Specificity and Individual Performance**

- Being specific about setting goals, only increases performance for individuals who have high achievement needs.

**Goals and Self Fulfilling Prophecy**

- People that have a track record of success, respond to goals with increased performance, while people who have a history of more losses than wins do not have such an increase. What you believe about yourself comes true.

**Goals, Performance and Maturity**

- If people have self confidence, maturity and a sense of control over being able to earn rewards for their efforts, they respond to stretch goals with increased performance. Those that are low on these traits do poorer with stretch goals.

**Feedback and Performance**

- Feedback helps performance when: it's relevant, given with helpful presentation and timing, and directed to people who have high achievement motivation. People with low achievement goals do not show a correlation between performance and feedback.

**Goal Setting, Learning and Performance**

- If you want to improve learning, combine it with goal setting. In order to maximize the benefits of training upon performance, don't just send people for training, tie it into specific performance goals.

**Participating and Goal Acceptance**

- Participating in goal setting works better than assigned goals, but only sometimes. Actually the larger impact

upon performance is goal acceptance. Whether participants get there by participating or being assigned is probably second in importance

#### **MANAGEPRO & MPROWEB HELP YOU GENERATE:**

1. Improved Organization and Focus
2. Improved Coordination around visible Priorities
3. Improved feedback loops and Status Updates
4. More effective and less time consuming meetings
5. Digital dashboard, with Balanced Scorecard and management alerts.

#### **NEXT STEP:**

1. **Fill out a simple form,**
2. **Download a demo copy of ManagePro software, and**
3. **Begin putting it to work for you today**

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**PERFORMANCE SOLUTIONS TECHNOLOGIES, LLC.**

**From Tasks to Strategy, One System that Ties it All Together**

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