

# BOTTOM LINE? TAPESTRY™ WILL IMPROVE YOUR BUSINESS RESULTS

## Does your company?

## What Tapestry Offers...

### Recruiting

Have a reputation as an employer of choice?  
One with progressive people practices?  
Attract the top talent in the market?  
Have an information-based approach for assessing candidates?  
Understand the skills and knowledge obtained and the training investment required for each new hire?

### Improves the quality of each hire while reducing the cost.

- Generates hiring profiles based on successful role models
- Collects knowledge and skills for new hires.
- Assesses candidate's abilities and preparedness.
- Quantifies development needs and associated costs

### Retention

Give people the sense they are part of a larger purpose?  
Insure people know their work makes a difference?  
Align individual goals with the company's goals?  
Offer employees an opportunity to learn and grow?  
Know who the potential stars are and what motivates them?  
Focus individuals on what they do best?  
Offer people a merit-based, challenging work environment?  
Reward the right people for success in the right jobs?

### Directly improves employee retention and performance.

- Gives employees a sense of belonging - builds loyalty.
- Creates a "culture of common purpose" for improved performance.
- Insures employees are doing the right work and doing it well.
- Directly reduces employee turnover costs.
- Enables succession planning for all company positions.
- Identifies employee trends, risk areas, problems in leadership thereby focusing management on high leverage areas.
- Insures all employees have clear, measureable goals, appropriate development plans, and accurate performance rewards.

### Management Effectiveness

Have a standard process for management to discuss career development and performance with all their employees?  
Management have the skills necessary to construct a quality performance and development conversation with employees?  
Management have the "bandwidth" to spend on coaching and developing each of their staff?  
See talent development as a key management role?  
Manage this process in an active fashion at all levels?

### Improves productivity and effectiveness of management.

- Builds fair, constructive, merit-based relationships between employees and management.
- Insures managers follow a consistent process when discussing employee performance and development.
- Collects key data and presents it to managers in order to shorten the time necessary to prepare and conduct employee performance conversations.
- Insures senior management gets a clear, non-biased view of employee performance, contribution, and potential.
- Alerts management to key employee performance/development events.



## Does your company?

## What Tapestry Offers...

### Training

Insure each employee has a well-defined, cost effective, business aligned, management approved training plan?

Measure the contribution of training to business results?

Management have information allowing them to focus training where it has the greatest impact on the business?

Insure critical regulatory training has been completed?

Culture instill the understanding that training is based on merit and company, not personal, objectives?

Have established channels to insure Sarbanes-Oxley compliance?

**Focuses scarce training dollars for greatest return on investment.**

- Identifies potential training for each employee based on skill gaps, company needs using un-biased, merit-based information.
- Allows budget planning and tracking of expenditures thereby focusing development on business impact and reducing overall expenditures.
- Empowers employees to develop their value to the company.
- Insures employees understand and comply with regulatory requirements and provides an anonymous feedback channel.

### Legal Criteria

Clearly document and manage employee commitments?

Have documented, traceable processes ensuring all employees are treated equally to avoid the legal pitfalls?

**Lowers legal costs and improves public image.**

- Provides a traceable, individual-driven, management approved employee performance management and development process.

### Workforce Planning

Have an objective and systematic approach to succession planning?

Know the key positions and their potential risk at all levels?

Have a trackable action plan in place for all positions?

Know who the potential stars are now and in five years?

**Provides information necessary to conduct viable workforce planning.**

- Identifies which employees are engaged, which are not, and why.
- Reduces managerial bias in the development process.
- Motivates star performers, guides their growth.
- Consistent approach for obtaining vital multi-dimensional data on competency, goals, achievements, knowledge, and performance.

## What is the business value of having each employee engaged, aligned with with business objectives, measured and rewarded accurately on their performance, and trained to meet the needs of the business?

- Retention is improved by 30-80%. Hiring results improve dramatically.
- The average cost savings when compared to existing processes is \$495/employee/year.
- Shareholder return can increase up to 3x.
- Management has the ability to "pull the correct levers" to improve business performance.

**See results through increases in employee commitment, revenue, and profitability.**

**Email [wpolsky@cambridgehr.com](mailto:wpolsky@cambridgehr.com) for more information on how we can help you achieve your business goals.**



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