

TAPESTRY™ SOLUTIONS MAXIMIZE THE IMPACT OF YOUR MOST COSTLY RESOURCE: PEOPLE

People = Performance

It's abundantly clear the best companies have something in common, the best people. And those companies who know how to manage people most effectively produce up to three times greater shareholder return. People clearly are the fuel of competitive advantage. That's why people matter, they are the source of energy fueling all companies. But they are also the single most expensive line item on the P&L. How can you get the most out of people with the lowest investment? Lead through information, not guesswork.

Tapestry™ Solutions are designed to deliver organizational insights previously not available to company leaders. This information gives leaders the ability to understand key performance indicators and the "people levers" they can pull to drive improved business performance. In effect, radically improving the impact of employee contributions to the top line while at the same time reducing people-related expenditures. We give leaders the ability to create and sustain the "culture of common purpose" that defines all great companies.

How does a Tapestry™ Solution Improve your Business?

- Gives CEO's unprecedented insight into their organization and increases the ability to engage, align, measure, develop and reward the right people. Leaders can obtain hard information regarding the relationship of people and the impact on business performance.
- Generates an average annual ROI of more than \$495/employee per year when compared to current processes. Embedded best practices instantly generate the best in class environment necessary to build and sustain an "employer of choice" image.
- Gives management the ability to identify stars and retention risks at all levels. Leaders have the ability to understand and take action to reduce the significant financial drain of poor employees who represent 12-18% of your average existing workforce.
- Gives a CEO the ability to reach all employees align them with company objectives, measure their performance, understand the knowledge his/her company owns, identify stars at all levels, and insure the investment made in training pays off.
- Comprehensive reporting and analytic capability provide management with robust, timely, and meaningful information regarding their people. This will include capabilities to interface with other business systems in order to make connections between people and business performance.

Summary

Billions have been spent on systems to manage customers, materials, supply chains, finances, products, and other business functions. But surprisingly there has been comparatively little in the way of investment in systems to improve management's ability to lead an organization. Leading an organization means engaging, aligning, measuring, developing, and rewarding people. It means using information, rather than simply opinion, to make key people decisions. This is the new frontier.

Cambridge is committed to fundamentally improving business performance by increasing the daily contributions of people to the goals of the company. We believe this begins with solid, best in class processes designed to support highly effective leadership. Customers find overwhelming support for our products among their employees. They can testify to the ability of our servicees to support their efforts to build a "culture of common purpose" while positively impacting their bottom line.

