



Centranum® HRadvance

*Leading Edge Fully Integrated
Talent & Performance Management System*

Beyond Performance Appraisal

Adding Value in Healthcare Performance Management

Job relevant
Performance Management



Why Don't Most On-line Systems Work?

Traditional on-line performance management systems:

- Begin and end as a performance appraisal form. The form includes 3-5 cascaded goals that are not adequate to describe what is expected of a healthcare professional in their regular activities.
- Are established at the beginning of the year and are not usually updated in line with the real-world of change.
- Typically use "behavioural" competencies that are conceptual or trait-based, rather than objectively measurable job relevant standards of practice. Ratings of such competencies are often perceived as inconsistent and unfair.
- Are dreaded by the managers who have to conduct them because they don't add operational value but take up a lot of time.
- Are not valued by the staff who receive them because they are perceived as irrelevant, providing no support for real performance and capability development.
- *Are often manipulated if pay or promotion decisions are at stake.*

Go beyond paper forms on line. Use technology to support the entire performance management process.

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Smart Tools for Smart People

Systems don't manage performance, people do

Performance management is the process of defining, communicating and clarifying what is expected, then helping individuals achieve expectations by ensuring capability and a supportive work environment.

What makes the Centranum® System different?

Performance management is not just a performance appraisal form. Instead the platform provides integrated support for the whole process of performance management.

The credibility of any performance management system depends on the quality of the performance expectations and the information used as a basis for evaluation.

- √ **Defining expectations** The Centranum platform is unique in providing standalone smart tools for staff and managers to define agree and easily update performance expectations of all types. Including individual job roles, goals, objectives, capabilities and competencies.
- √ Its **performance tracking facility** promotes and supports ongoing conversations and problem solving. The current set of expectations is automatically displayed for each individual. A **diagnostic tool** enables managers to quickly pinpoint & address the causes of poor performance.
- √ **Formal performance appraisal** is based on current expectations and the information and guidance on performance gathered during the year.
- √ **Staff Participation** Staff can participate in job role definition, goal setting, in performance tracking and doing their own self-assessment to launch their performance review meeting. Individuals are more self managing and personally accountable. The administrative load on managers is reduced.
- √ **Configurability of evaluation** - Designed to be flexible enough to support any combination of content and process that organisations may use, as well as different performance review types and time frames. You don't have to change what you want to do to meet the needs of the software.
- √ **Pay for Performance** - Supports weighting of expectations for performance-based pay and calculation of achievement.
- √ **Management Reports** - Consolidated reports provide information on status and quality of performance expectations, performance conversations, progress and achievement on goals, performance review status, ratings distributions and trends.

