

Tracking Business Excellence (BusEx) Performance with BEAPPs™

You can create and manage a 'love-of-brand' culture – one that sustains inspired business growth in any economy!

1. Transform the Performance Culture and Results in Your Business

BusEx Abilities and Performance Profiles, BEAPPs ('beeps') Reports enable executives and their people to implement and manage the language and culture of in role, business excellence (BusEx) performance, at every level.

They do this by tracking those actions (behavioural skill sets) proven to have *pivotal* impact on business results. They also explain to their viewers - what actions will eliminate gaps.

2. Boost 'People-Role Fit' Selection Accountabilities, Decisions at All Levels

BEAPPs Reports' face validity strengthens and eases, even shortens other key processes:

- Role Candidate Pre-Screening, Performance-based Selection Interviewing
- Personal or Team (Self) Performance Appraisal, Coaching and Development
- Flexible Roles and Accountabilities Planning and Key Targets-Results Tracking
- Performance-based Compensation, Succession Planning and Mentoring

3. Enable People to Evaluate, Share and Act on Relevant BusEx Information

Secure reports can be made available **Online** to those who need it - the individual, team member, coach, mentor, manager, or administrator – when they need it. And BEAPPs can easily be made to adopt any set of privacy requirements.

'Just-In-Time' Reports: Keep a common focus on BusEx measures, as needed:

1. **BusEx Competence** – One's current levels of the 3 required LPE (BusEx) Investment Actions.
2. **BusEx 'Q'** – One's 6 Adaptive Intelligence (Q) factors essential for BusEx Communications.
3. **BusEx Dashboard** - 16 ways to predict and strengthen Strategic Business Execution Results.
4. **Pivotal Impact Profile (PIP™)** - 10 measures of a role player's strategic impact.
5. **BusEx Values** – The 5 'multicultural' values essential for building BusEx in today's world.
6. **Mirror of 8™**– Reflects the 8 BusEx characteristics used to improve Targeted BusEx Results.
7. **Relaflex™** – Ability to use 4 contingent ways to build effective BusEx relationships.
8. **'Personality' Fit** – A 'Personal Work Style Preferences' estimate, based on the 'DISC'.
9. **BusEx Accountability Basics** – Fundamental BusEx organizational principles. (Included.)
10. **BusEx Capabilities Builder** –40 LPE Tips to build various strategic, 'love-of-brand' capabilities across your organization. (Extra)

BEAPPs' Design Makes Complex Data Reliably SIMPLE:

(S)ystematic: Definitions form integrated, functionally valid model - verifiable by interview or '360'.

(I)ntuitive: Easy to understand, 'in the moment' actions.

(M)odular: Compare 'BusEx Performance' from any ORG unit perspective.

(P)rofessional: Reports explain actual BusEx performance ...in role, at any level.

(L)earnable: Supports positive, multi-level, ON THE JOB behavioural & technical skills development.

(E)xcellence: Actionable BusEx data, by role(s) accountabilities, made flexible across:

- Individual Employee or Contractor,
- Team, Department, Business Unit,
- Division, Region or Company

Self-managed Admin Process: Customizable inputs form for Expected and Actual **'Role KPI results'**, plus a 10 minute questionnaire per 6 months, validates personal, team or other aggregated roles' BEAPPs Report scores and recommended actions.