



## PERFORMANCE MANAGEMENT JOURNEY PROGRAM®

*...how to have a company in better shape...*

**“Each of us needs to improve not because we are not good enough but because we can be BETTER.”**

Dynamic prospects join a business model performance with a long-term running of the company and focuses on an economic systems sustainability, capacity adaptation and resistance in time. The changes of the inner and outer factors not taken into consideration can have fatal consequences for further development of the society.

*In fact, however, there is time to plan everything again. You should always review your situation not only in the times of growth but also in less favourable times. Then you set and decide which way your visions and objectives are heading. You update your business plan with regard to the strategy, finance and human capital.*

From the point of static and dynamic views, by combining knowledge and a long-term practice, we work with a wide range of high-performance mechanisms including, for example, optimization of internal processes, refinement of strategic consciousness or reconfiguration of external links.

The main heart of our model consists of the work and control processes of your company, which through a **performance dialogue** connect two areas: **working capital management** and **human capital management** into one whole. For the processes to work well, you need to have the right resources to implement those processes.

**Performance Management Journey Program®** consists of 6 main parts of two areas, **working capital a human capital**.

**We use the LEARNING BY DOING method** in combination with other methods:

- ✓ e-learning,
- ✓ workshops / webinars for individual parts
- ✓ practical videos
- ✓ meetings with personalities
- ✓ handouts
- ✓ worksheets
- ✓ one-to-one discussions
- ✓ evaluation



### **Working capital area**

**Working capital management** is a business strategy to ensure that a company operates effectively by making the best possible observation and use of its current assets and liabilities. The primary purpose of working capital management is to enable the company to maintain sufficient cash flow to meet short-term running costs and short-term debt obligations.

What is the right strategy then?

It is the strategy of differentiation, the art of adapting to difficult conditions, and an absolutely unique ability to achieve significantly higher speed.

Having just a good strategy is not enough!

Every company has such reporting, but the question is, what the quality of this data is, how fast it is able to update the data, whether it is able to **drill down** quickly in the organizational structure and how this reporting is supported by a controlling department to find quickly business reasons for value fluctuations from plans (various hierarchies and data cubes).

Prompt identification of business reasons for fluctuations is key for early and correct management response.

***For successful implementation of changes, we always try to connect numbers with a human factor and motivation.***

## Human capital area

**Human capital management** are not just theories and rules. It is a set of practical needs focused on the organizational structure of the entity. A realistic business strategy must also be supported with the data on human capital.

*“achieving added value through people”*

There are no universal templates for how to run which entity. What might be perfect for one entity may act as an obstacle for others or be completely inappropriate. And that is why we need to find the right resources such as:

- **talent acquisition** is a key responsibility which needs to be taken seriously in order to have well-going organization
- **talent management** or work with your Aces. Let us see our employees as assets in which you invest and thanks to which you will manage to maximize their value.
- **talent optimization** – consider the manpower to be more than just a cost of doing business. Maintaining employee satisfaction and their involvement in your company depends on how we approach to the entire life-cycle of the employees

In common with other business assets, the goal is to make effective use of employees’ potential, reduce the risks of their stagnation and maximize return of investment ROI.

THE RIGHT HUMAN CAPITAL MANAGEMENT SOLUTION CAN SHOW A GOOD DEAL MORE THAN JUST A SYSTEM WHICH MANAGES DATA AND PROCESSES BETTER.

*Human capital management should focus on supporting talents, retain top artists and invest in the next generation of corporate culture.*

Key benefits of **human capital management performance solution** include:

- ✓ how to attract and retain talents
- ✓ how to react agilely to changes
- ✓ how to make personnel processes more efficient
- ✓ how to optimize manpower and expenditure management

**TALENT  
ACQUISITION**

HUMAN CAPITAL  
MANAGEMENT

**TALENT  
OPTIMIZATION**

**TALENT  
MANAGEMENT**

*“Review” is at the heart of the process.*

At the end of the entire **Performance Management Journey** process, we put emphasis on **performance review**, where job performance is evaluated by managers who also identify strengths and weaknesses, offer feedback and set goals for the future. Performance review is thus a key part of the ongoing dialogue between managers and employees.

*“It’s important for Human Capital Management team members to understand the feelings of employees and communicate them to their superiors and business leaders.”*

It is important to us that the development of employees is not only the figures shown in accounting, but also the appreciated investment which we can take into account and build on more effective fulfilment of the company’s goals. Therefore, employees need to know the meaning of training. If the trained team knows the meaning, the training plans are fulfilled, people enjoy the training and look forward to it.

At the end of this article, we would like to inform you that the author of the article Ing. Simona Myslikovjanová, Ph.D., MBA, MBE is working on the **Curriculum “Strategy of Business Education in the Future.”**