



Powering Performance Management System.
ePeoplePower.

About us



CEO Group

CEO Infotech

Talent Search

CEO OD

CEO Enhance

Way2Jobz

“Centre for Excellence in Organization” was established in the year 1999 with a focus to create organizational excellence through people processes. Execution Excellence has always been a challenge for most organizations and that prompted us to focus on handholding than mere advisory consulting.

Since our inception we have assisted numerous organizations of the likes of Pepsi, Airtel, Cadburys, GMR, TVS, Murugappa, Mahindra & Mahindra, Apollo Hospitals, BEML, Cavin Care, CII, DuPont, Essar, GE, HP, India Cements, Indian Oil, ITC, Matrix, Motorola, Nokia, Pantaloon, Parryware, Petronas, Phillips, Dr. Reddys, Saint Gobain to better their HR operational processes.



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Based in Chennai (India), CEO Infotech is an IT offshoot of the CEO (Centre for Excellence in Organization) group. CEO Infotech's mission is to automate people processes through a convergence of domain and technology expertise.

Our solution offerings range from Strategic Performance Management Solutions to online assessment solutions including 360 degree assessment to online survey software.



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CEO TalentSearch, the staffing & sourcing division of Centre for Excellence in Organization Pvt. Ltd., has built a strong reputation across India for its systematic and hands-on approach to Human Resources sourcing & selection.

Headquartered in Chennai and with a network spread across India and Asia, TalentSearch is a one-stop-shop to meet all Manpower requirements. The services include Search, Selection, contract Staffing & Manpower planning.

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CEO OD, the flagship division of CEO group offers solutions in the domain of holistic Organization Development.

The initial focus was on offering services in the area of High Performance Work Systems and Total Quality Management. Over the years we have built various product portfolios to help the client by offering services like HPWS, Balanced score card consulting, Family Business consulting and Compensation Management.



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CEO Enhance was Started with existing experience of organization development, manpower solutions and personal consultation.

Today, we facilitate in transforming lives by enhancing employability of talented individuals through identifying his aspirations to match with his potential and help him grow to global standards.

CEO Enhance works with the motto to serve the students community in making them more employable and bridge the GAP between the company's expectation and the skill set of the students. We fine tune the talent based on a well researched methodology so as to match organizational expectations.

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Talent Search

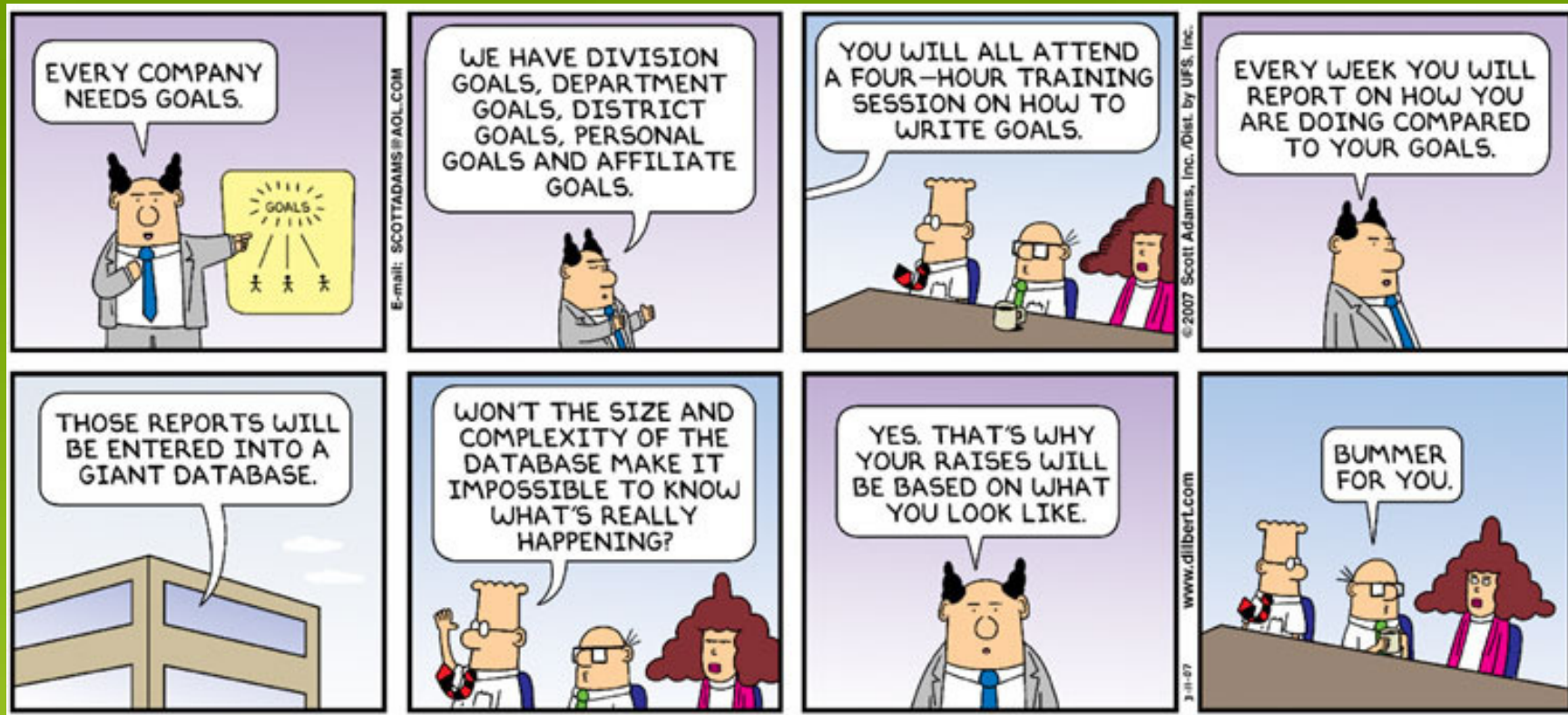
CEO OD

CEO Enhance

Way2Jobz

Way2Jobz is an online portal which acts as a databank for resumes and a career development and design portal.

Way2jobz is a focused initiative to connect fresh talents to corporate. Way2jobz works with a passion to bridge the gaps in reaching the talents, spread across and screen them to the operational needs.



“Evaluate what you want — because what gets measured, gets produced.”


- James A. Belasco

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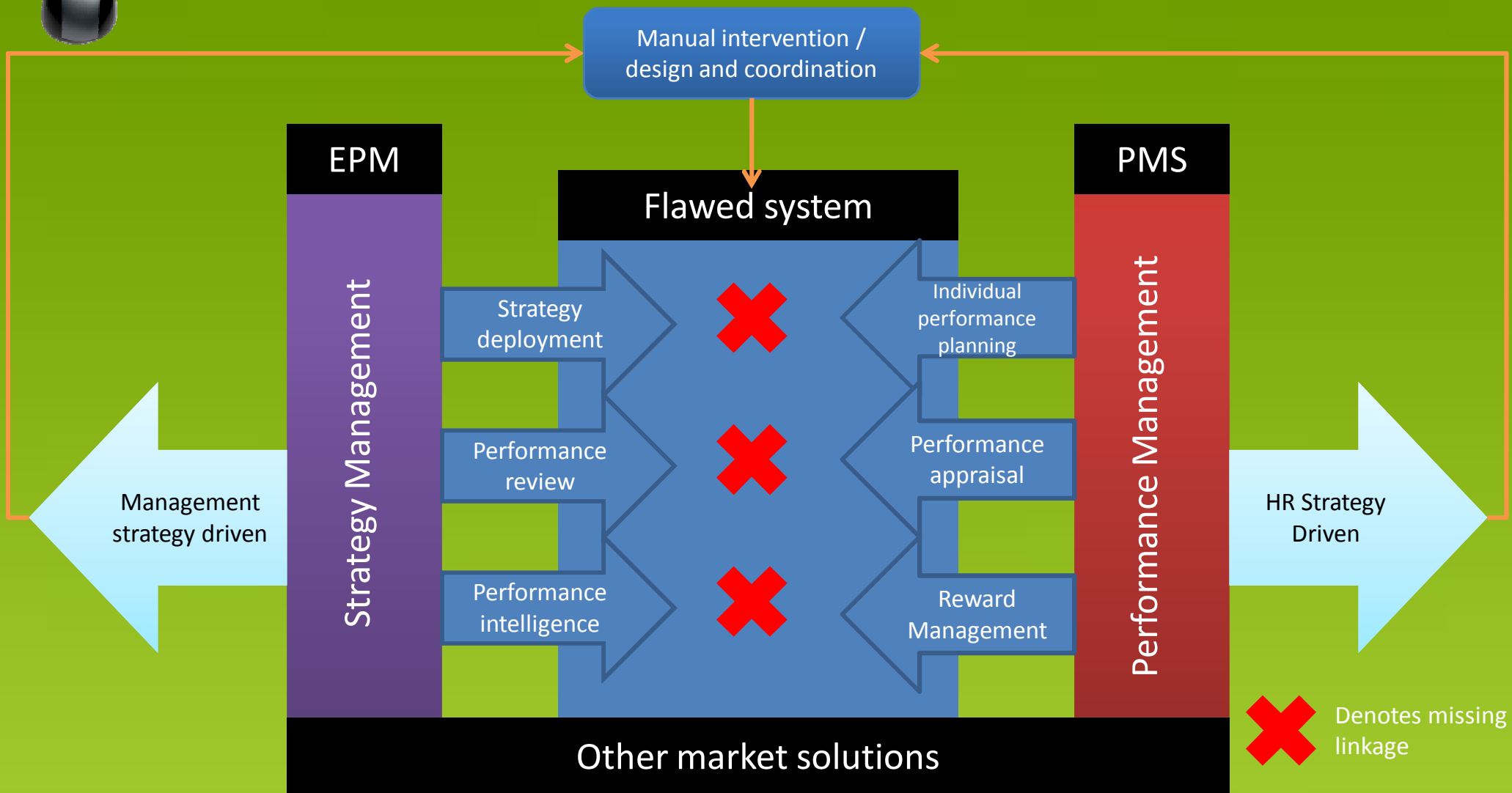
ePeoplePower

- ePeoplePower is a Performance Management Solution built on the Balanced Scorecard methodology. ePeoplePower incorporates performance intelligence and powerful tools for tracking strategy implementation.
- ePeoplePower is a comprehensive Employee Performance Management System with excellent strategy alignment tools.
- ePeoplePower enables strategy-focused
 - Performance Planning
 - Performance Review
 - Performance Appraisal
 - Performance Reward
 - Competency Development.

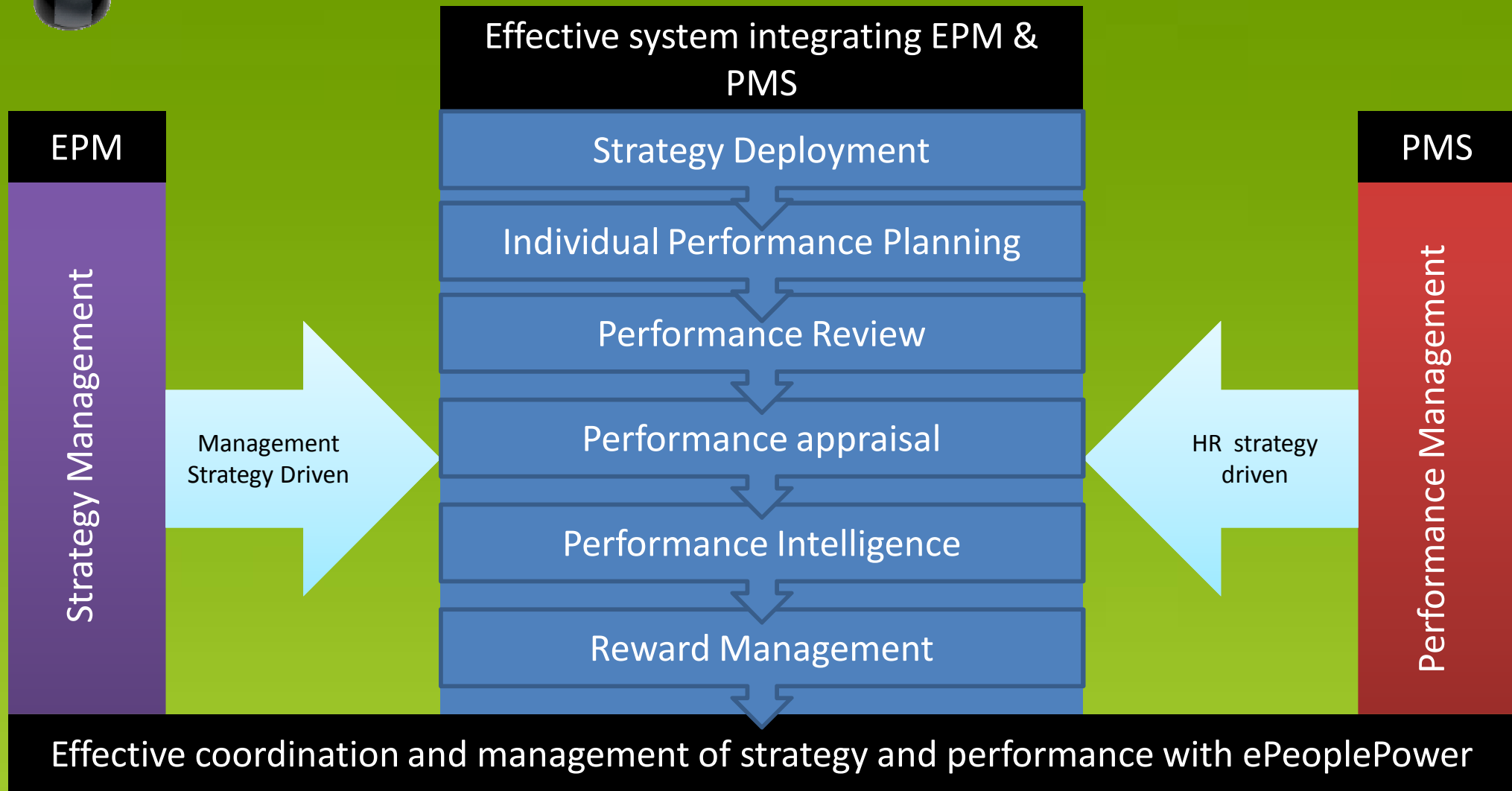
ePeoplePower

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- A black computer mouse with a cord, positioned on the left side of the slide.
- ePeoplePower is not just a PMS solution
 - ePeoplePower integrates a comprehensive Employee Performance Management System within a robust Enterprise Performance Management (EPM) framework.

Other market solutions



ePeoplePower





Strategy Management Features

- Performance Measurement and Management
 - Internalize the Strategic Perspectives of the Balanced Scorecard Framework
 - Define organization policy and corporate goals
 - Communicate policy visually with the PDP Flow (a tool similar to the Strategy Map)
 - Cascade strategies to teams and individual employees
 - Tap into the strategy archives to get an expanded picture
 - Monitor the strategy formulation process and make it timely with the in-built alerts
 - Gain a clear view of measures, targets and persons accountable for each policy
 - See connections between strategies at various levels, any time you want with the IDs
 - Powerful policy views that provide an expanded view or in-depth view, depending on your need



Strategy Management Features

- Performance Intelligence
 - Track the progress, according to Strategic Perspective, of each and every Strategic Goal through KPIs, KRAs and Activities
 - Dig deep and analyze the critical contributors for success and failure in strategy execution
 - Identify your organization's strength & weakness
 - Make informed decisions on resource allocation, deployment and development
 - Build a knowledge repository and develop the insight generating capability you need to effectively predict/plan your future



Performance management Features

- Performance Planning
 - ePeoplePower starts with Strategy/Strategic Objectives Deployment (Integrated with Balanced Scorecard perspectives)
 - Connect Individual KRA setting to Strategic Objectives with weights
 - Roll out detailed activity planning with timelines for KRAs
 - Develop Competency Matrix for every role with Required Competency Level (RCL)
 - Create Individual Development Plan (IDP) integrated with five development methods
 - End with Performance Agreement and Signoff



Performance management Features

- Performance Review
 - Strengthen performance review with the KRAs, Activities, Competency, Individual Development Plans (IDPs) and Values that offer a holistic review system
 - Gain the most realistic picture of achievement with activity-based progress tracking
 - Identify the key bottlenecks in achieving your Strategic Objectives right at the first review and take corrective measures
 - Develop a robust review system with three levels of review



Features

- Leverages Convergence: Unmatched business value generated by convergence of the two most critical drivers of organization performance – strategy execution and employee performance
- Proven Performance Management: A proven, process based, Strategic Performance Management software that has evolved out of a synthesis of domain knowledge and technology capability
- Driven by Best Practices: Solution incorporates best practices in Enterprise Performance Management and Employee Performance Management
- Greater Scope: ePeoplePower offers greater scope compared to conventional Performance Management software. Features unique modules for areas such as competency assessment and development.

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Features

- Powerful Reporting: Generates powerful, actionable reports
- User-Friendly: Intuitive user interface allows for ease-of-use
- Seamless Integration: Integrate seamlessly with most current IT systems
- Customizable for your Needs: Highly customizable to your business requirements
- Fully Supported Solution: Maximize benefits with full support from D2C Technologies – from set up to implementation to ongoing operation and maintenance



Benefits

- **Set Goals with Confidence:** With a strong connect between people and strategy, you can set goals confidently. What's more, the Performance Intelligence lets you constantly track performance, drill down, analyze and get better at goal setting.
- **Communicate Goals:** Communicate corporate goals clearly through the centralized goal management platform.
- **Communicate Strategies:** Communicate strategies visually through the PDP Flow, an ePeoplePower tool similar to the Strategy Map.
- **Cascade Strategies and Goals:** Cascade strategies and goals to teams and individual employees.



Benefits

- **Build Better Plans:** Increased effectiveness in Strategy Formulation and Goal Setting will help you make better commitments to strategy execution.
- **Focus on Strategy Execution:** Create enterprise-wide focus on strategy execution.
- **Measure and Monitor Performance:** Monitor progress of goal deployment and performance metrics by analyzing performance dashboards at any time.
- **Track Strategy Execution:** Tag strategies with IDs and track progress at any given time. Use powerful strategy views to get a more complete picture of strategy execution.
- **Drive Strategy Formulation:** Formulate strategy on time with the built-in policy development process alerts.



Benefits

- **Align People to Strategy:** Completely align employee performance to strategy. Performance planning in ePeoplePower starts with strategy and the entire cycle of performance review, performance appraisal, performance reward and competency development is strategy-driven. This makes employee performance management holistic, robust, and driven by strategic objectives.
- **Automate:** Automate the entire performance management process.
- **Save:** Reduce time and cost of performance management by automating the performance management process and integrating it with strategy execution.
- **Standardize:** Eliminate inconsistent evaluation criteria by implementing a standardized solution that ensures consistent language, feedback, and evaluation criteria.
- **Enhance Productivity:** Increase productivity by focusing employees on the critical tasks, clearly communicating policy/goals implemented by a centralized goal management platform.



Benefits

- **Set the Perfect Foundation for Performance Planning:** Strategy provides direction for setting KRAs, activity planning, competency assessment, and developing Individual Development Plan (IDP).
- **Enable Real-time Performance Review:** ePeoplePower makes it easy to conduct regular, holistic performance reviews. Featuring three levels of review, ePeoplePower is robust, provides a timely picture of performance and enables the identification of performance bottlenecks easily.
- **Create Effective Performance Appraisal:** ePeoplePower features a 360°/Multi Rater Appraisal System that integrates internal and external customers.
- **Go with Proven Competency Development:** ePeoplePower uses the five most proven and preferred methods for individual employee development.



Benefits

- **Make Development Strategic:** ePeoplePower makes employee development a proactive process by integrating development into strategy-aligned performance planning. In its absence, competency assessment and development efforts typically lack direction.
- **Link Reward to Performance:** Reward the top performers and strategically develop employees by implementing integrated compensation management and development plans that ensure success in developing and retaining talents.
- **Turn Employees into your Competitive Advantage:** Drive business priorities for greater people alignment, productivity improvement, better informed decisions and business agility to provide a competitive advantage.
- **Ensure Enterprise Performance:** ePeoplePower facilitates a step-by-step planning, deployment and alignment process for effectively accomplishing the core objectives of the business.



And there is more...

We Provide you end-to-end support when you choose ePeoplePower:

- **Preparing for Change:** The introduction of a Performance Management System is a major change initiative. We will help you prepare for this change.
- **Managing Change:** CEO, our parent and domain knowledge partner has extensive expertise in change management, gained through scores of implementations. When you choose ePeoplePower, you can count on this expertise to guide your implementation.
- **Customizing the Solution:** No two organizational contexts are the same. That is why each solution has to be unique. We shall optimize the solution for your situation.

And there is more...

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- Pre & post implementation Training: Through quality training, we shall equip various groups in your organization for working with ePeoplePower.
 - Implementation of your Performance Management Solution: Your greatest support needs emerge after installation or deployment. That is why, at CEO Infotech, we have professionals who can be assigned to give you extended implementation support.
 - Maintenance of your Performance Management Solution: Strategy Execution and Employee Performance Management are dynamic areas. Solutions in these areas need to closely follow and mirror changes on the ground. This is where the combined strengths of CEO Infotech and CEO, our domain knowledge partner, add great value.
 - Periodic Audits: Through our audits of your ePeoplePower solution, we will check the vitals of your Performance Management System and present recommendations for its ongoing evolution to your emerging business scenarios.

Some snapshots

Policy Deployment Period

Period From : Nov/26/2007 To : May/25/2008

Information

To Cascade Policies for this Period Please Add Minimum 1 Policies and the Maximum Policies is 3

Add Policy

Accountable Person * Mahendrank

Perspective * Learning and Growth

Policy * Provides Procurement related services like installation,commissioning, Training etc

Measure * Timely updation of vendor database. Cost of logistics. Timely rendering of services.

Target * Audit every quarter. Reduce 5% by last Yeaar.As per Commitments.(80 % of Adherence)

Add Clear

* Fields Are Mandatory

Organization Policy

Some snapshots



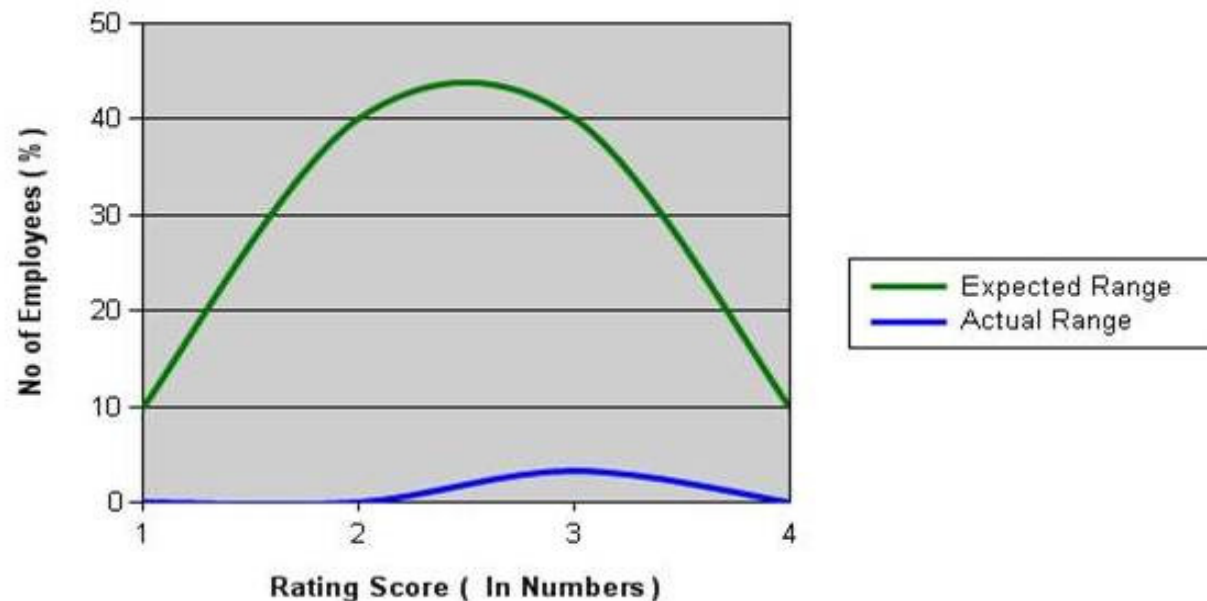
Settings	Personal Info	Policy Setting	KRA Setting	Review	Appraisal	My Task	Reports	Help
Performance Appraisal - Performer Info								
Employee Name	Mahendran K			Employee Id	E1			
Team	CEO Team			Role	Marketing Manager			
Appraisal Period	May 21 2009 To Nov 20 2009							
Click to View Review								
<div>KRA</div> <div>Competency Value Essential Info</div>								
<div> <div>KRA Details</div> <div> <div>Perspective : Financial</div> <div>Weightage : 20</div> </div> <div> <div>KRA</div> <div>To reduce costs employed in all teams.</div> </div> <div> <div>Measure</div> <div>%</div> </div> <div> <div>Target</div> <div>40</div> </div> <div> <div>80 %</div> <div></div> </div> </div> <div> <div>Evaluate & Add Remarks</div> <div> <div>Rating * 2</div> <div></div> </div> </div> <div> <div>Evaluate</div> <div> <div>1 . Average - less than 50%</div> <div>2 . Good - Above 50% and less than 75%</div> <div>3 . Excellent - Above 75%</div> </div> </div>								

Some snapshots

The Positive Bell curve - OverAll Proficiency Distribution

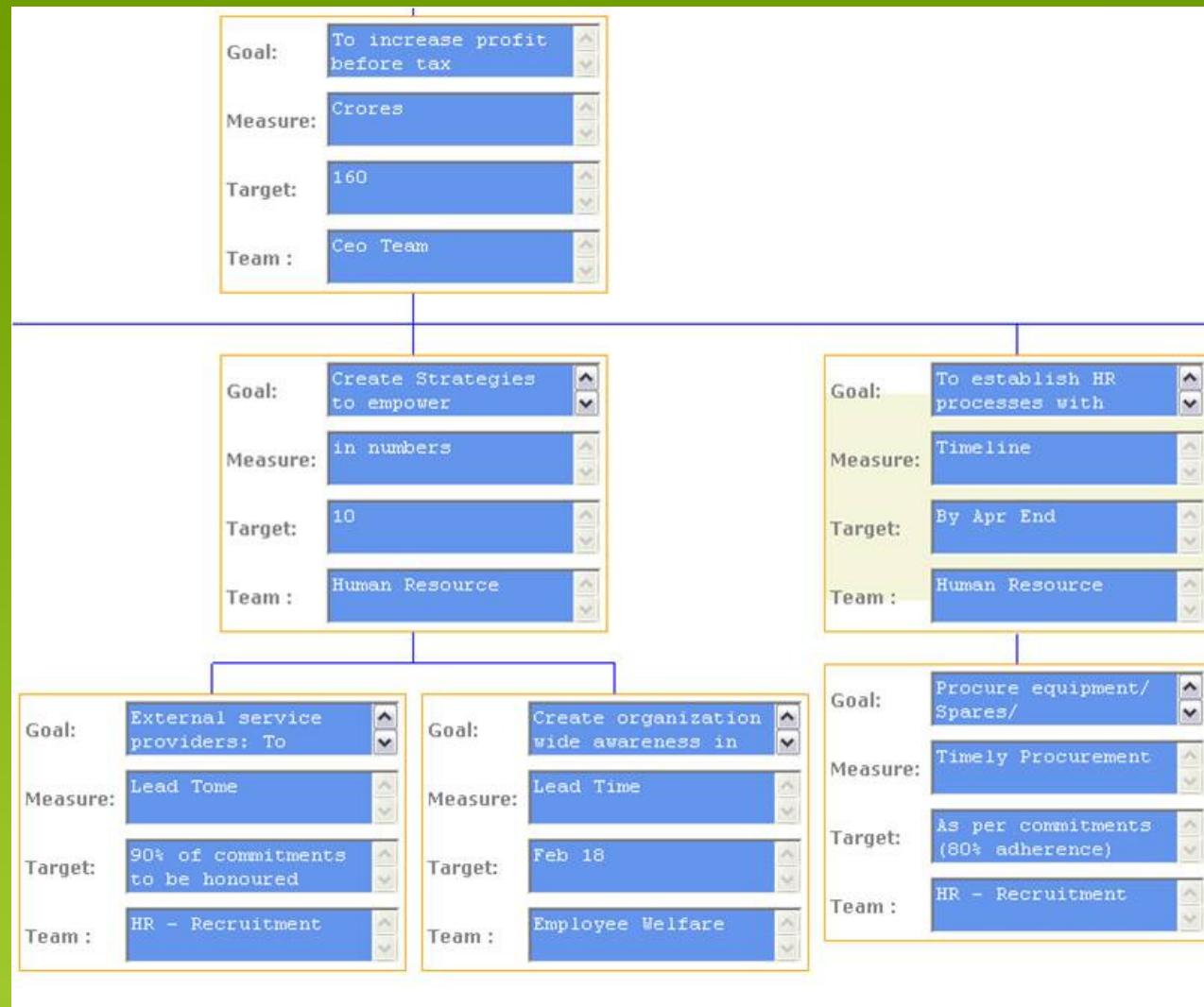
Period : May/21/2009 To Nov/20/2009

Total Employees : 29



Rating Score	Rating Name
1	Average
2	Good
3	Excellent
4	Marvelous

Some snapshots



Contact us



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Thank you