

"Bullseye enables organizations to adopt the most advanced employee engagement practices..."

TALENT DEVELOPMENT PORTAL

SUCCESSION PLANNING

Every company needs a back-up plan for quickly and appropriately filling critical positions that become vacant. However, companies that give this close attention often struggle with manual approaches that are time-consuming and disorganized.

- Risk Assessment: Attrition Risk & Impact of Departure
- Configurable Talent Matrix
- Leadership Matrix
- Risk Matrix
- Incorporate Performance, Competencies and Risk Assessments
- Succession Profile: Document Succession Candidate Requirements & Qualifications
- Succession Charts
- Detailed Succession Planning Reports:
 - Readiness
 - Effectiveness
 - No Successor Identified
 - Matrix Reporting
- Link to Talent Development Planning
- Include External Candidates
- Highly Configurable and Quickly Deployable



AT BULLSEYE, WE MAKE EVERYTHING SIMPLE! EACH MODULE IS AVAILABLE TO YOUR COMPANY ON A "PICK ONLY WHAT YOU NEED" BASIS.



TALENT DEVELOPMENT

- Competency Management & Assessment
- Identify Competencies to be Enhanced
- Create Action Plans for these Competencies
- Identify Business & Development Goals
 - Tie These Goals to Competencies to be Enhanced
- Schedule Regular “Touch Points” Throughout the Development Cycle
 - Employee, Manager and Matrix Manager Comments
- Development Plan Ratings are Given
- Talent Optimization
- Profile Management
- Career Planning-Employee or Employer Managed
- Internal & External Talent Matching
- Attrition Risk Matrix
- Talent to Watch Matrix
- Social Collaboration & Rewards
- Succession Planning
- Highly Configurable and Quickly Deployable

BASE SYSTEM WITH CHECK-INS



The "Check-In" feature encourages frequent communication and feedback without the tension of a conventional performance review.

Check-Ins document coaching and routine communications between managers and direct reports outside a defined appraisal cycle.

Both the manager and the employee can initiate conversations, and the manager has access to and can import feedback given in the Check-In into a formal review, if applicable.

- Configurable Employee Profile
- Check-Ins –
 - Ad Hoc and Scheduled:
 - Employee
 - Manager
 - Configurable Formats
- Traditional Performance Appraisals
 - Configurable Criteria
 - Manager
 - Self
 - Peer
 - Team
 - 360
- Notes Management
 - Import into Traditional Performance Appraisals
- Social Collaboration, Rewards & Recognition
- Organizational Chart
- Detailed Reporting
- Highly Configurable and Quickly Deployable
- Mobile Compatible and can Integrate with HRIS



WHY WAIT FOR ANALYTICS RESULTS

When you can get there in 2 clicks!

Custom developed business intelligence dashboards provide intuitive, real-time access to key organizational performance metrics. Bullseye dashboards synthesize operational data from disparate sources into a visual display of metrics that management can use to identify problems and focus attention on key action items.

- HR Dashboard Displays Industry Standard Metrics
- Custom Solutions to Display Organizational KPIs
- Simplify Data into Visually Intuitive Displays of Dials, Charts and Graphs
- Drill Down to Successive Levels of Detailed Data
- Inform Decision Process with Actionable Data Collected from Disparate Sources and Systems
- Highlight Negative Trends and Business Areas Requiring Immediate Attention
- Manage Access to Dashboard Data Through Privilege Controls
- Compare Actual Results to Budgets, Targets and Benchmarks



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Compatible with Mobile Devices

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Bullseye's compensation planning application enables organizations to plan merit raises, promotion increases, and cash bonus compensation that are tied to the key metrics your company uses to make decisions.

COMPENSATION PLANNING

- Tie Merit Pay and Bonuses to Performance
- Merit Salary Increase
 - Set Merit Increase Guidelines
- Fixed Cost of Living Adjustment
- Lump Sum Adjustment
- Merit Bonus Planning
 - Set Merit Bonus Guidelines
- Custom Rules for Merit Increase and Bonus Management
- Plan Merit and Bonus Pay Against Budget at any Organizational Level
- Import Market Data and Run Comparison Reports
- Wide Array of Compensation Reports
- Supports Multiple Currencies
- Eliminate Reliance on Spreadsheets
- Pay Comparison by Gender
- Integrate with Payroll and HRIS



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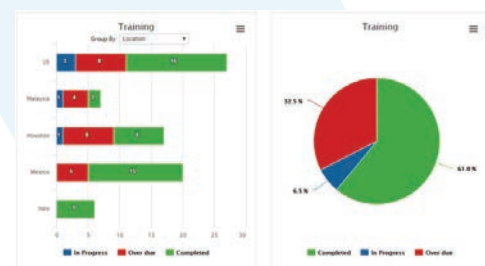
TRAINING MANAGEMENT

Bullseye's training management module enables organizations to assign training to employees and track completion.

- Centralized Training Library
 - Internally Developed
 - 3rd Party Trainings
- Assign and Track Progress
 - Department
 - Location
 - Job Role
 - Employee



- Upload Certifications When Updating Training Status
- Import into Appraisal Report
- Training Progress included in At-a-Glance Dashboard
- Detailed Reporting
- Single Sign-on or Integrate with Learning Management Systems
- Employees can Request Learning Courses to Upgrade Competencies
- Automatically Assign Training to Defined Groups of Employees
- Highly Configurable and Quickly Deployable



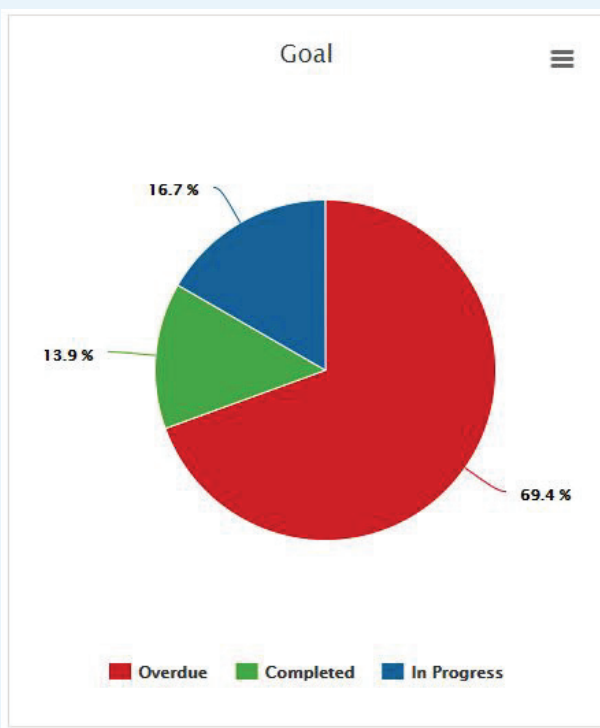
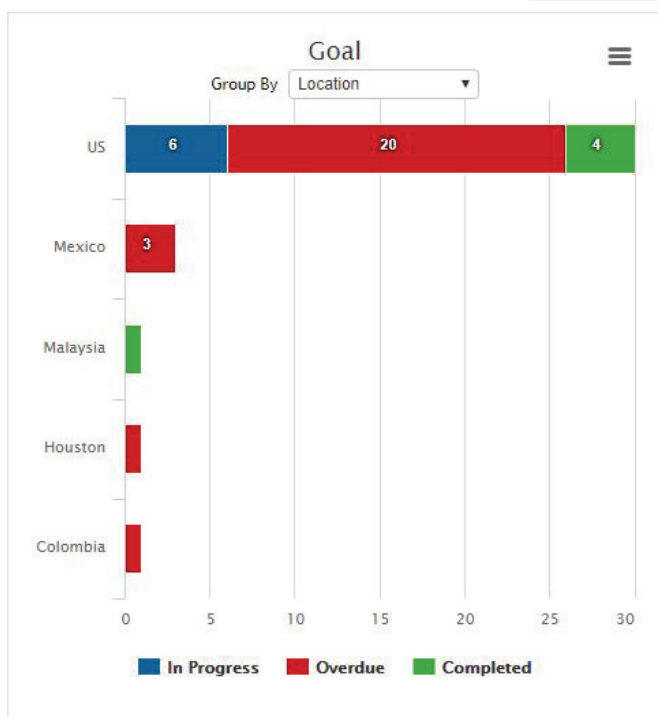
GOALS MANAGEMENT

Pilots have flight plans. Sports teams have playbooks. Everyone in a cockpit or on a playing field has a specific assignment aligned with the mission - landing safely and on time at a pre-determined destination, and winning a competition. Shouldn't companies take the same approach?

Bullseye's goals management module enables organizations to assign individual, departmental and corporate goals that align with a company's defined strategy and objectives.



- Centralized Goal Library
- Create Goals Ad-Hoc
- Individual Employee Goals
- Department Goals
- Cascading Goals
- Assign and Track Progress
 - Bulk Assignment



- Employee has Ability to Create Goal and Request Approval
- Import into Appraisal Report and Check-ins
- Goal Progress Included in At-a-Glance Dashboard
- Detailed Reporting
- Highly Configurable and Quickly Deployable



ENGAGEMENT & PULSE SURVEYS

You have many stakeholders. Do you routinely solicit their feedback?

Bullseye provides a survey tool that features a unique way to rapidly integrate feedback from employees, customers, students and meeting participants into operational or performance management processes.

- Employee Engagement
 - Content Available
- Pulse Surveys
- Customer/Student/Patient Satisfaction
- Marketing Research
- Real-Time Conference Speaker Feedback
- Real-Time Audience Feedback
- Wide Range of Survey Question Styles
- Robust Filtering and Reporting
- Highly Configurable and Quickly Deployable



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Bullseye's performance management solution helps facilitate a coaching and mentoring culture, enhances employee retention and significantly improves employee engagement. It is easy to use, includes social communication features, and is configurable to an organization's specific needs.



PERFORMANCE APPRAISALS

- Traditional Performance Appraisals
 - o Manager o Self o Team o Peer o 360
- Complete Appraisals in Less than 5 Minutes
 - o Point-and-Click – no Forms to Fill in
- Ease of Use Promotes Frequent Communication & Employee Engagement
- Pre-populated Notes

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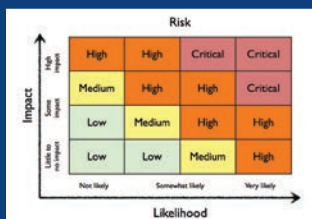
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RISK ASSESSMENT



Staff retention is a continuous challenge and some employee turnover is inevitable. High-performing organizations not only prepare for unplanned departures by identifying and developing potential successors, but also affirmatively act to identify key employees at greatest risk of departure in order to develop retention plans of action. Boards of directors increasingly have assumed responsibility for assuring that adequate succession plans are in place for critical positions within the organization.



- Identify Employees that Display Characteristics Suggesting a High Attrition Risk
- Assess the Potential Impact on the Organization of the Departure of Key Employees
- Use Results of Risk Management Analyses to Prioritize Positions Requiring Succession Planning
- Generate Reports Filtered by Location, Department and Job Role Identifying the Greatest Succession Risks



"No human being will work hard at anything unless they believe that they are working for competence."

William Glasser

It is in the best interest of both companies and their employees for each role to have a defined set of competencies and expected mastery levels. If this isn't done, it is difficult to have meaningful conversations about growth and improvement opportunities. And it is difficult to make fair decisions about promotions.

COMPETENCY MANAGEMENT & ASSESSMENT

- Assign Competencies to Job Roles
 - Set Level of Mastery Required
- Manager & Employee Competency Assessment
- Document History of Competency Development:
 - Date Achieved
 - Frequency of Use
 - Date Most Recently Used
 - Validation Source
- Gap/Surplus Report
- Import into Appraisals and Succession Plan
- Host Internally Developed or 3rd Party Purchased Competency Libraries
- Link Competencies to Trainings Available
- Highly Configurable and Quickly Deployable

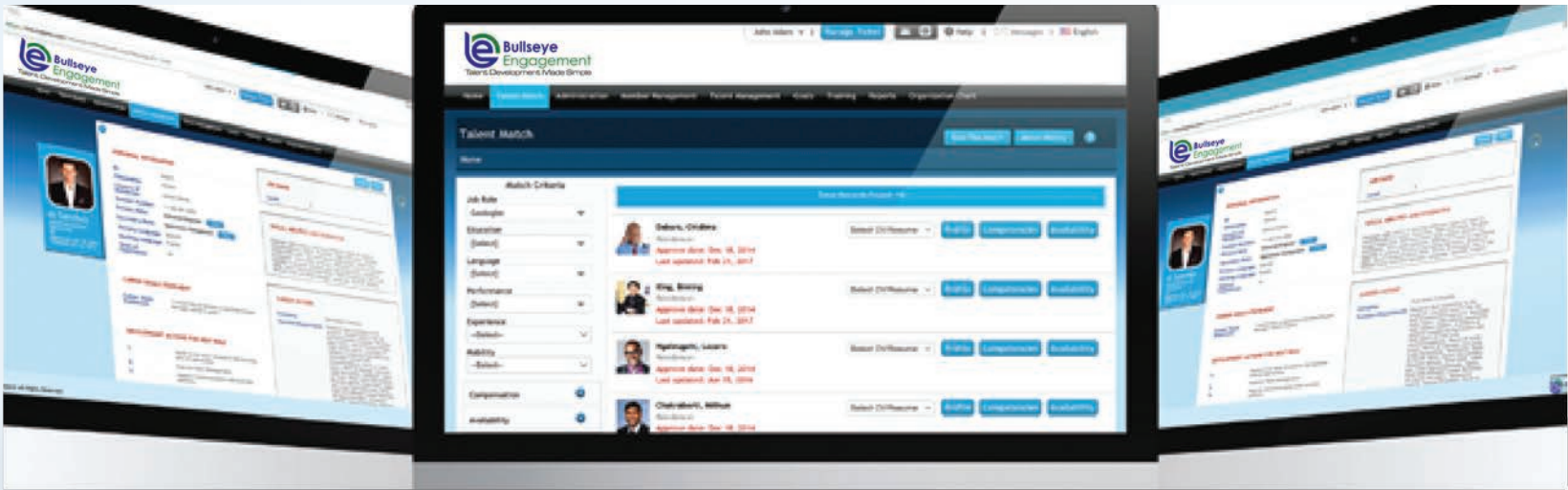
TALENT DEVELOPMENT PORTAL

A "talent match" capability enables organizations to use unlimited filters to identify the most suitable candidates for a position based on data in the member profile. Member matches are ranked, and clients can assign weights to the desired profile characteristics. Searches can be named and saved for future use.



TALENT MATCH

Track Alumni, Contractors, Volunteers & Employees



TRACK

ALUMNI, CONTRACTORS, VOLUNTEERS & EMPLOYEES

Build project teams with employees from various offices or geographical locations

Use independent contractors or temporaries for contingent staffing needs

Engage with retirees, volunteers and alumni

Identify the best-fit internal & external candidates for open positions

Maintain a database of valued alumni for social, networking and celebration events