



Breakthrough Performance System (BPS)

“ BPS is the end product of the following core fundamentals. Only if these fundamentals are in place, we can achieve Breakthrough Performance. The Performance Measurement System is one small part of Breakthrough Performance”



BREAKTHROUGH PERFORMANCE SYSTEM (BPS)

BPS can only be successful when the following systems are integrated into BPS.

<p>1.0 Insight into Organization Direction</p>	<p>BREAKTHROUGH PERFORMANCE SYSTEM</p>	<p>2.0 Converting Organization Direction into Results</p>
<p>3.0 Performance Reinforcement System</p>		<p>4.0 Productivity Enhancement System</p>
<p>5.0 Building Competency Assessment & Development</p>		<p>6.0 People Transformation & Building Corporate Personality</p>
	<p>7.0 Performance Measurement System</p>	



1.0 INSIGHT INTO ORGANIZATION DIRECTION

AREAS

1.1 Vision Statement

1.2 Mission Statement

1.3 Goals: Short Term, Mid Term, Long Term (ST, MT, LT)

1.4 Strategies

1.5 Business Models

1.6 Values



2.0 CONVERTING ORGANIZATION DIRECTION INTO RESULTS

2.1 Organization Structure Design

2.2 Design Role Expectations with the following contents-

2.2.1 Organization Structure & the position of the Role Holder

2.2.2 Designation of the Role Holder

2.2.3 Goals of the Role (Purpose)

2.2.4 Related Strategies of the Goals



2.0 CONVERTING ORGANIZATION DIRECTION INTO RESULTS (Cont.)...

**2.3. Critical Success Factors (CSFs) are the measures of success
of the Role Holder**

2.4 Performance Input, Key Result Areas

2.4.1

2.4.2

2.4.3

2.4.4

2.4.5

2.4.6



2.0 CONVERTING ORGANIZATION DIRECTION INTO RESULTS (Cont.)...

2.5 Decisions Making

2.5.1 Primary

2.5.2 Supportive

2.6 Contribution to Culture Building

2.7 Contribution to CSR

2.8 Contribution to Digitalization

2.9 Contribution to Building Corporate Personality

2.10 Resource Utilization

2.11 Responsibility

2.11.1 Budget & Budgetary Control

2.11.2 Investment on Projects

2.12 Competencies required

2.12.1 Technical Competencies

2.12.2 Behavioural Competencies

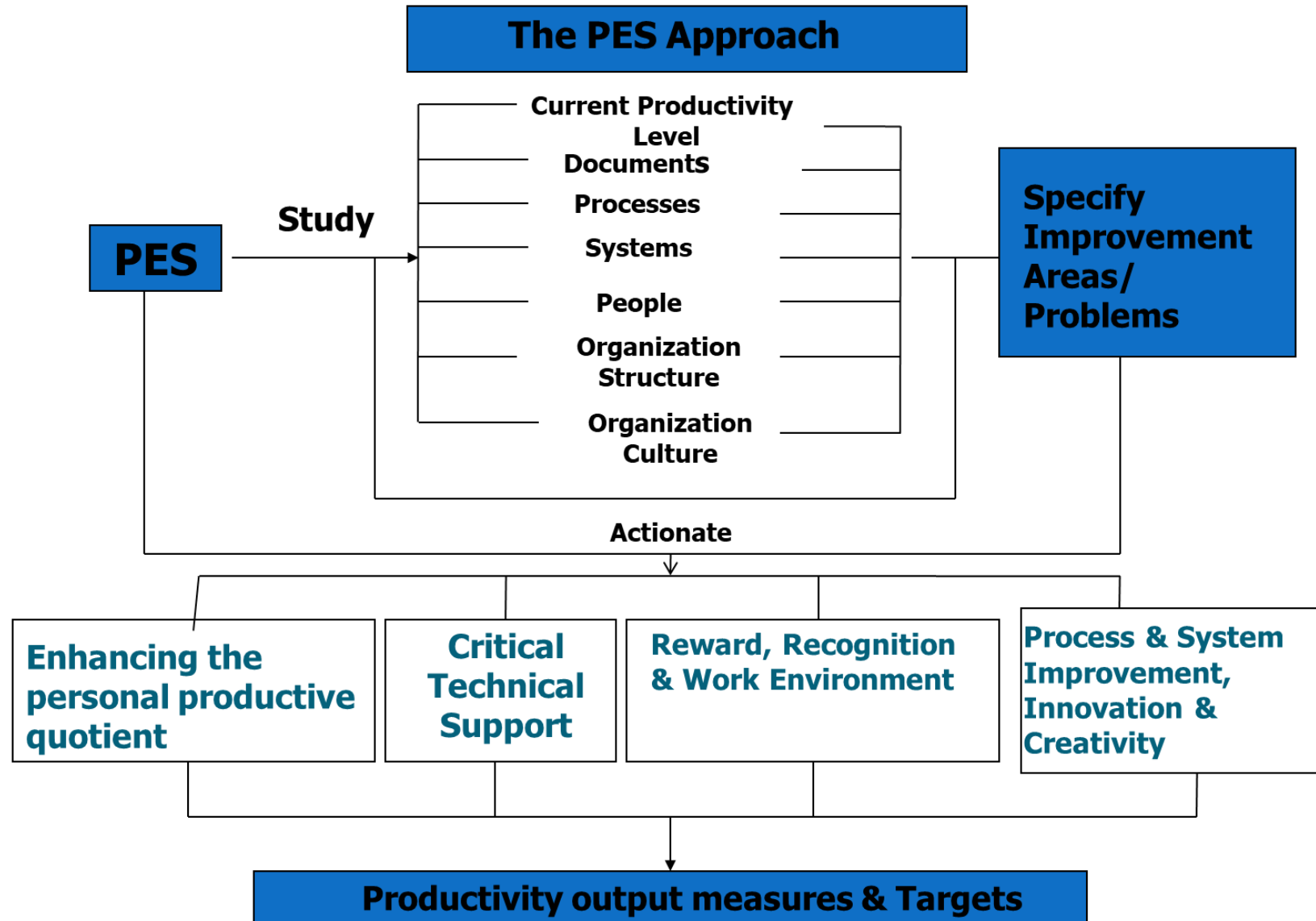


3.0 PERFORMANCE REINFORCEMENT SYSTEM

- 3.1 Linking incentive - connecting Organization Performance with Individual Performance
- 3.2 Recognising Exceptional Performance
i.e. Creative & Innovative
- 3.3 Monthly Communication - Townhall Meeting / Large Scale Interactive Process by CEO



4.0 PRODUCTIVITY ENHANCEMENT SYSTEM (PES)

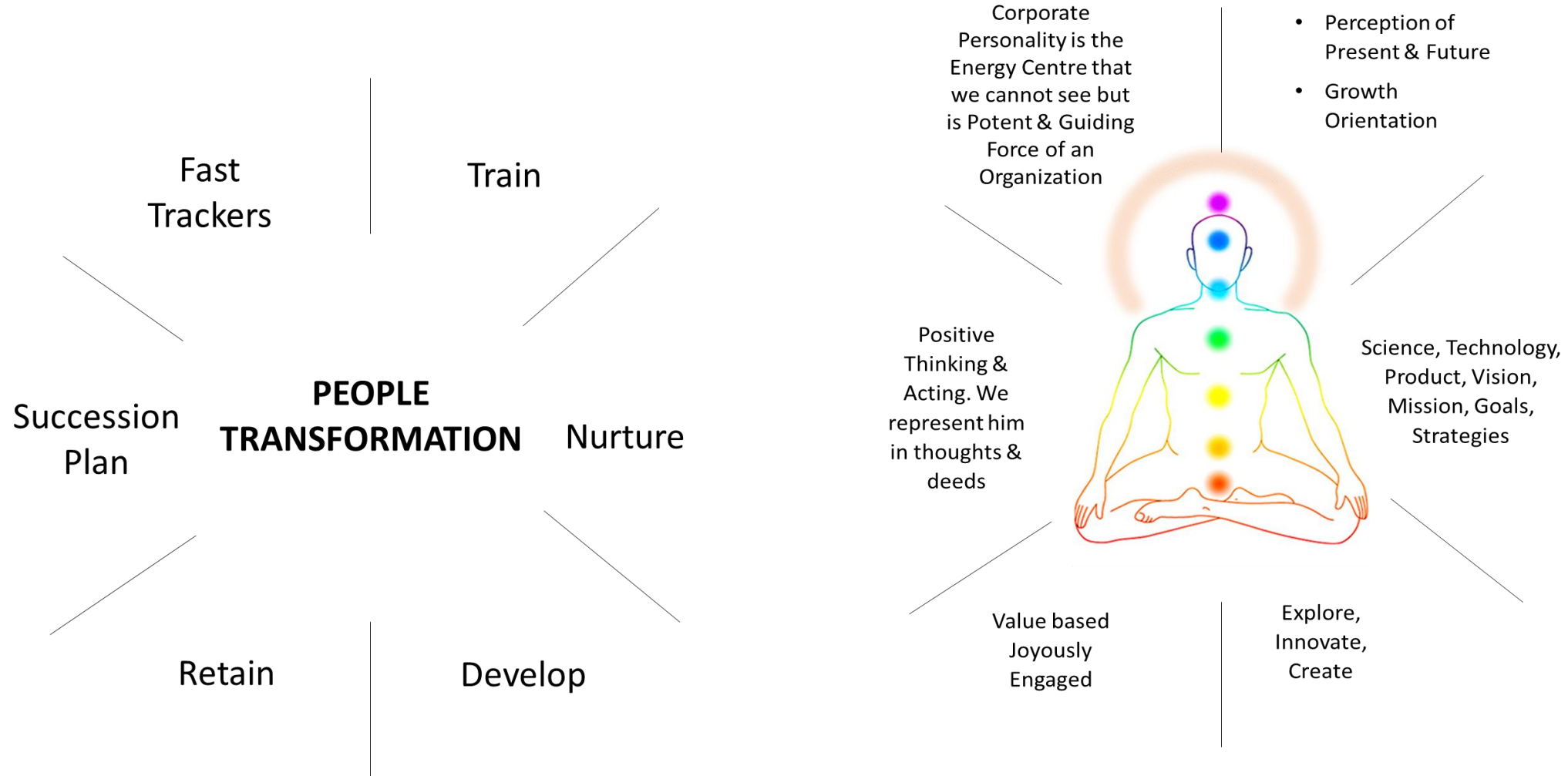


5.0 BUILDING COMPETENCY ASSESSMENT & DEVELOPMENT

- Competency Factor Manual
- Simulation design
- Digitalization of Development Centre & Assessment Centre process
- Administer simulations
- Observations
- Report writing
- Identification of developmental needs
- Nurture, train, develop



6.0 PEOPLE TRANSFORMATION & BUILDING CORPORATE PERSONALITY



**We are the Creators of Corporate Personality,
what we give we get back in multiples.**



7.0 PERFORMANCE MEASUREMENT SYSTEM

Example: DEPARTMENT HEAD - OPERATION

7.1 Corporate Goals & Strategies Explained

7.2 Departmental Goals: Quantitative

Y1	Y2	Y3	Y4	Y5
Short Term		Mid Term		Long Term

7.3 Departmental Goals: Qualitative

Y1	Y2	Y3	Y4	Y5
Short Term		Mid Term		Long Term

7.4 Related Departmental Strategies



7.0 PERFORMANCE MEASUREMENT SYSTEM (Cont.)...

7.5 Target for year 2019-2020

Quantitative	Targets	Achievement	Qualitative	Targets	Achievement
<ul style="list-style-type: none"> • Financial • Customer Orientation • Operational • Innovation & Creativity • People • Quality • Projects 			<ul style="list-style-type: none"> • Safety • CSR • Compliance • Relationship Building • Contribution to Brand Building 		

7.6 Category of Performance Measures

7.7 Online Target Review - Self & Boss

7.8 Addressing the Performance Barriers / Problems

