



*Accountability & Performance
Management Specialist*

PUBLIC SECTOR VALUE PROPOSITION

Information Brochure

Fast Facts About Us

Who are we?

We are a Management Consultancy specialising in Accountability and Performance Management.

What are we known for?

Improving your Organisations' Planning and Governance Processes.

How do we make it happen?

We empower you to improve your Strategic and Operational Planning, establish Team and Individual Accountability, simplify your Performance Reporting, Monitoring & Evaluation Processes and improve your Organisational Culture.

What do we provide you with?

We specialise in helping Organisations improve their Performance through our Accountability and e-Governance Solution. Our solution uses an integrated cascade framework unique to Vision Activ, which enables the improvement of both Organisational and Employee Performance resulting in a High-Performance Culture.

What makes our solution different?

It provides for seamless integration between Organisational and Employee Performance, which is supported by a delegated Accountability Framework.

How long have we been in business?

12 years+

Our Purpose?

Empower Organisations to improve their business results through enhanced Accountability and Performance Management.

What BBBEE Status are we?

Level 1



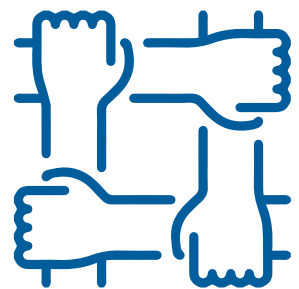
What Problems do we help you Solve?

We help you to resolve your **Accountability and Performance Management Problems**. These are best outlined from an Organisational, Leadership and Employee perspective.

Organisational Perspective

We help you to address the following problems:

- Poor Planning problems
- Problems with poor KPI measurements and cascading
- Problems in establishing Accountability
- Problems with regards to timeous & accurate Reporting
- Problems with regards to Online Monitoring
- Problems with Performance Evaluations
- Organisational Communication problems
- Oversight and Governance problems
- Problem of Integrating Organisational and Individual Performance



Leadership Perspective

We help support you to address the following problems at Leadership Level:

- Problem of Providing Direction
- Problems in setting and clarifying Expectations
- Problems in Managing Performance
- Problem in Communicating to Staff and Stakeholders
- Problem of maintaining Effective and Timeous Governance



Employee Perspective

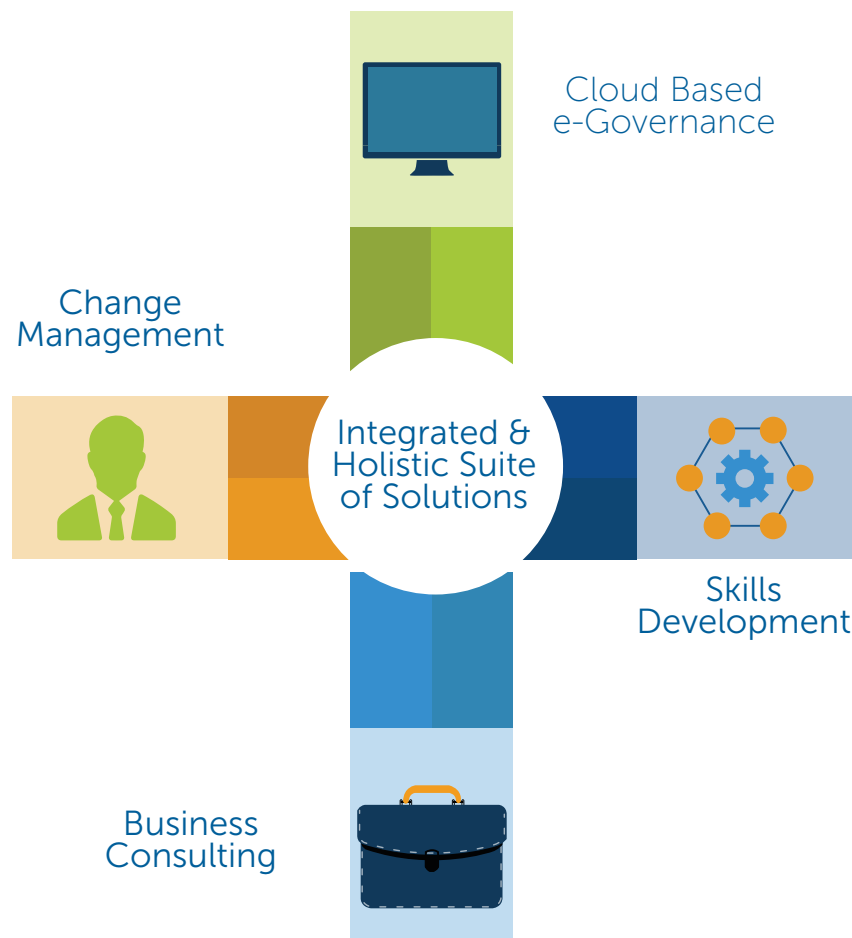
We help you address the following problems at an Employee Level:

- Problem of not being clear about expectations
- Problems of time taken to complete Performance Reporting
- Problem of being kept informed
- Problem of lack of Trust with regards to Performance Processes
- Problem of lack of Skills to Plan and Manage Performance



How do we help you to solve your Accountability and Performance Management Problems?

We provide our clients with an Integrated and Holistic Accountability and Performance Management Solution comprising of the following components:



1. Cloud Based e-Governance Solutions

This Comprises:

Electronic Performance Management System (ePMS) which enables:

- Online configuration and capture of 3 Year APP Plans and Departmental Plans
- Automated Performance Plans and Agreements
- Online Progress Reporting and Monitoring against Plans with Midterm Adjustment Process
- Online Performance Team and Internal Audit Reviews
- Online Performance Evaluations
- Reports and Dashboards

Electronic Communication System (eComm) which enables

Easy and efficient communication to staff, stakeholders and internal and platform

Electronic Resolution Management System (eResolution) which enables

Customised Planning and Monitoring of Resolutions for Committee Services and Meeting Management



Business Consulting

2. Business Consulting

This Comprises:

- Development of Performance Management Frameworks, using Outcome based Logic Model
- Facilitation of Long-Term Strategic & APP Plans
- Support completion of Performance Plans (Performance Agreements)
- Support complete Progress Reporting, Monitoring and Evaluations
- Development and implementation of Project and Change Management Strategies and Plans



Skills Development

3. Skills Development

This Comprises:

We provide Skills Development Programmes to System Administrators, Users, Line Managers, Stakeholders and Pathfinders, covering our e-Governance Solutions comprising:

- Performance Management
- Communication
- Resolution Management



Change Management

4. Change Management

This Comprises:

Our Change Management initiatives are aimed at embedding our e-Governance Solutions Performance and comprises of:

- Be Great Workshop: This is a two-day High Impact Engagement Programme
- Performance Planning Workshop: This is a two-day programme which enables the planning for definition of the Performance Management Framework and definition of the Project and Change Management Strategies and Plan.
- Pathfinder Programme: This is a two day programme to equip Change Ambassadors with skills to embed the initiatives.
- Lumina Profiles: This is the provision of Individual and Team Personality Profiles to become aware of personality types and improve team dynamics.

Why Should You Consider Us?

Our collective Organisational capabilities are defined against the following Key Competency Requirements to facilitate a successful Performance Management implementation. Our know-how and experience are underpinned by the Technical and Practical expertise of our diverse Team of Consultants:



1. Completion of an Organisational Analysis

Our Methodology provides for a robust definition of Organisational Challenges, Risks and Opportunities to enable provision for cost effective and sustainable implementation of solutions.



2. Development of Annual APPs

Our Results Based APP Planning approach enables ease of alignment and cascade of plans from Organisational to Departmental to Sectional to Individual levels.



3. Change Management

Our Methodology ensures that people are engaged emotionally, aligned intellectually and are provided with an opportunity to reinforce behaviours with the implementation of a Performance Management System.



4. Performance Management Solution

We have pioneered a best practice, integrated and holistic Performance Management Solution.



5. Project Management

Projects are managed within a robust Quality Management Framework with cost, time and schedule remaining as high focus areas.



6. Controls and Assurance

Our core business model comprises the identification and resolution of risks and challenges with regards to issues around Controls and Assurance.



7. Skills Development

The distinctiveness of our Skills Development Methodology lies in the various mediums used, relevance of our programmes and sustainability of our interventions through Skills Transfer and Pathfinder Initiatives.



8. Research and Development

Our Suite of Solutions are developed using Best Practice Design Principles. Our Solutions Team enables the provision of customised, cost effective technological solutions timeously across a host of different functional disciplines.



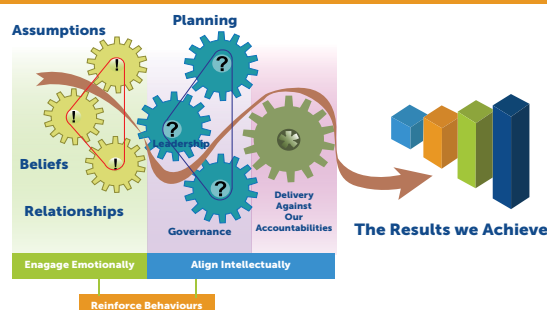
9. Customer Support

Our Support Model operates within a sound structure which allows for efficient Customer Facing Support, problem Resolution and Advanced Technological Tools to enable ease of tracking issues.

What is our Approach and Methodology?

Our basis of design for our Suite of Solutions and our implementation approach is rooted in the following Vision Activ Results Based Accountability Model.

Vision Activ Results Based Accountability Model



Let us unpack the underpinning logic and application framework of the above model.

An Organisations' long term Purpose is expressed as their Vision and Mission.

The **RESULTS THAT WE STRIVE TO ACHIEVE** at Institutional levels is expressed as **STRATEGIC AND OPERATIONAL PLANS**. Against these Strategic Plans, Key Results Areas are defined. The achievement of the results are impacted on how people deliver against their **ACCOUNTABILITIES**.

How they deliver on their Accountabilities is influenced by **PLANNING, LEADERSHIP and GOVERNANCE** within the organisation, which in turn is influenced by **BELIEFS, ASSUMPTIONS and RELATIONSHIPS** held and maintained by people.

The above model is intended to demonstrate how the impact of our belief systems, experiences and relationships can affect the results we achieve. Our research and experience have constantly highlighted that any form of Organisational Change is only cemented when people are **engaged emotionally, align intellectually** and are provided with opportunities to **reinforce the new behaviours** required.

We **engage emotionally**, creating buy-in and commitment of all key Stakeholders and maintaining a Change Paradigm to help people cope with the transition, using a combination of Best Practice Tools and Processes and focussing on personality profiling to improve Team Dynamics (using Lumina Profiling Tools.)

We **align intellectually** developing comprehensive Performance Processes, Policies and Procedures, using Robust Planning Methodologies in building an Impactful Performance Institutional Framework.

We provide opportunities to **reinforce the new behaviours** by maintaining a hands-on and sustainable approach and maintain a robust Project Implementation Framework and Communication Platform.

How will our Solution benefit you?

- 1 Improves Organisational Planning with regards to quality of measures and KPIs
- 2 Enables ease of cascading of plans to lower levels
- 3 Create a line of sight between Individual, Departmental and Organisational Planning
- 4 Establishes Accountability at relevant and across all levels within an Organisation
- 5 Allows for Performance Plans to be linked to Annual Business Plans and Job Descriptions
- 6 Enables ease of preparation of Online Performance Agreements and Plans
- 7 Improves efficiency of Progress Reporting against Plans
- 8 Improves efficiency of Communication Management
- 9 Improves Resolution Management
- 10 Improves data integrity of Performance Information
- 11 Enables ease of Evidence Management
- 12 Creates higher level of Accountability taken for Performance delivery
- 13 Improves Executive and Political Oversight
- 14 Improves decision making because of higher quality of Management Information
- 15 Enables early warning using Customised Dashboards
- 16 Provides for objective and transparent Performance Evaluations
- 17 Improves employee morale and institutional trust against Performance Processes
- 18 Provides a sound and objective basis for employee Reward & Recognition
- 19 Improves leadership and employee skills with regards to Managing Performance
- 20 Ensures legislative compliance to Performance Requirements
- 21 Improves Organisational, Departmental and Stakeholder Communication
- 22 Enables achievement of Clean Audit with regards to Performance Management by the Auditor General
- 23 Creates consistency of Governance Processes
- 24 Provides a platform for Career and Succession Planning



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