



## **How Do these Reports Actually Help You?**

- As the saying Goes **" Winners Simply do same thing differently";)**
- **The Online reports help you to:**
- (1) Helps You to scale your current productivity At least 2-3 times using the existing staff only.
- (2) Helps you to Read Your Employee like a Book. ☺ So You know Your employee's In & Out, His or Her motivations and de-motivations & Full Personality Spectrum- that in turn helps you in Most effective Management for getting best results in terms of Performance and Employee Happiness ;).
- (3) Helps you to Significantly reduce Your Attrition rates & any performance dips that might come on due to Health or Emotional Aspects of employee proactively.
- (4) Helps you and Your Team to do things differently and come up with much Better Solutions for any area of technology, Management, sales, HR, Admin ... & Much more ☺



- **Say what are Your obvious choices for Investment in regard to Improving Performance, Reducing Over All Employee Management Challenges & Enhancing the Happiness Quotient ;) within a Team or Organization?:**

- (i) → Training & Education
- (ii) → Tools and or Processes .



- **Smart Employee Management Online Software Reports** falls in the 2<sup>nd</sup> category of **Tools and Processes**. That help you do manifold better with the current set of Resources enhancing your productivity and many other factors.



- **Situations of Utility or Application of Reports for Example:**



## **Quick Summary**

The following topics as sample application of Online Reports on various situation to handle matters in most effective manner is covered in the document below.

- **Real Life Situation1: You want Hire or Move the right guy for Your Team/Group or Company.**
- **Real Life Situation2: You as a Manager want Allocate the Technical, Sales, Marketing, or any kind work most effectively ?**
- **Real Life Situation3: You want to Proactively address Employee Attrition or Absence and Emotional Issues?**
- **Real Life Situation4: How You could do better deliveries with Same Team and May be Keep the team as Positive and Happy you can?**
- **Real Life Situation5: How the online Employee reports help in Day to Day Employee Management ?**

- **Real Life Situation 6:** How are the online Reports Very helpful in case of Role changes(Promotions, Inter or Intra Team or Departmental shifts) or any new long-term work allocations of employee?
- **Real Life Situation7:** How to Get to Know your Employee to nth Degree ;)?May be by asking any Personalized question about the Employee?
- **What is the ROI of the reports? = It is INFINITY in True Sense 😊**



- **→Real Life Situation1: You want Hire or Move the right guy for Your Team/Group or Company.**
- **How the Reports Help You?:**
  - The report 1 helps you to exactly pin point the core inner personality make-up of the employee to any level of detail.
  - Plus, the report 2 helps you to know exactly the Full spectrum Natural soft skill abilities like Communication ability, Initiative etc in an objective cum subjective detailed manner helping you to take the best possible decision in this regard. ;)

- **Benefits for you?**

- So, it helps you to significantly **reduces the hiring risk** and get or move the most fit employee to the company or team. Leads in significant saving of cost and energy spent in management. 😊
- It also significantly reduces **Employee re allocation risk** and helps to **Maximizes your gains.**



- → **Real Life Situation2: You as a Manager want Allocate the Technical, Sales, Marketing, or any kind work most effectively ?**

- **How the Reports Help You?:**

- So again use of report 1 and report 2 tells you in detail about any kind of soft skill or specific personality trait you want or do not want for a certain kind of role and how to best handle it to your advantage ;) .
- Say for example you want to enhance your **sales effectiveness** and you feel you need some more creativity in presentations the reports 1 and 2 would help you
- Or for example you have a project needing more of **discipline and process-oriented work**- the reports 1 and 2 would help you pin point how any employee would function in this kind of need.

- The **applications** of the report and situations could be **innumerable** 😊. Its all up to you how best you refer and apply your online reports.
- **Benefits for you?**
- as using the reports like this you get the best Natural alignment of Talents & Training of person for maximum effectiveness, so helps **Scales Productivity.**
- So **You smartly invest your Energies & Time** in the right direction and amount, like you don't invest too much on a routine worker to become an innovator or leader ;) or you don't miss out on grooming a highly creative person would help significantly in lateral solutions in problems solving. Etc 😊
- Or may be keep pushing a creative or emotional person on a routine process related work or logic intensive design work 😊. Helps you to make very **Smart trade-offs for Higher Effectiveness** in Tune with Full Spectrum Natural Talents & Pitfalls both Employee.
- You **naturally enhance your effectiveness** slowly but surely in any department right from Technology, Sales , HR, or Admin. So, doing all this naturally means, more money & happiness 😊 for You and your Team.



- → **Real Life Situation3: You want to Proactively address Employee Attrition or Absence and Emotional Issues?**
- **How the Reports Help You?:**
  - The online Report 3 exactly tells you the **chance or probability of employee leaving** for better opportunities else where for the **current year** and also **Months** that could be **Critical** based on **Bio-Rhythms.** 😊
  - The online report 3 also tells you about the employee over all **Mental & Emotional Health** make up during any year and months that could be critical for him or her to handle Mental or Emotional stress.
  - More on **over all health** of the **Employee** for the **year** and **month wise** is being added.
- **Benefits for you?**
  - You clearly reduce your **Attrition risk** & also helps you to **Manage Employee Emotionally better** and **Reduce the impact of Emotional health & other factors** in employee life to **reduce** any **Sudden Dips in Productivity or Loss of knowledgeable skill base.**



- → **Real Life Situation4: How You could do better deliveries with Same Team and May be Keep the team as Positive and Happy you can?** 😊
- **How the Reports Help You?:**

- The online reports 1 and 2 and 3 helps you to **know the nuts and bolts of any employee** and or kind of people you have on board for any team.
- So, this kind of empowerment gives you a manifold better handle on how to manage the employee or team in terms of **how to best motivate him or her** and which **kind of work to assign** for **best results**.
- By doing this you naturally achieve your goals of delivery and team happiness factor.;)
- **Benefits for you?**
- So, for sure natural and obvious Improvements on Team Management & delivery effectiveness, along with relatively more Harmony .
- So, **Performance Gains** and **Reduce Attrition** and **Employee dis-enchantment risk**.
- So effectively the reports help you Scale Performance naturally ,creatively ;) & Laterally in any area of Technology, Management or Sales etc



• → **Real Life Situation5: How You could Use the Online Employee Reports Day to Day Employee Management ?**

• **How the Reports Help You?:**

- In a day to day employee management you typically assign work(technology or management),have meetings and yes motivate the employee and then may be verify the deliveries.



- As discussed that the reports 1 and 2 **help immensely** in **smarter work allocations** based on **personality profile** and **soft skills** and help you to know the **thumb screw of the employee.** ;0
- You exactly get to know what **Employee is within** and can motivate the employee in accordance.
- **Benefits for You?**
- Depending on the Seriousness of Usage of Reports one may find one's **effectiveness increasing** manifold for sure as he or she moves ahead ;).
- The obvious thing that comes out , is that the **reports significantly improve your management effectiveness** .So naturally expect more Performance along with the **happiness factor** ;).
- Which Naturally leads to **lesser attrition** or any other employee or project related problems,0.



- → **Real Life Situation 6: How the online Employee Reports are Very helpful in case of Role changes(Promotions, Inter or Intra Team or Departmental shifts) or any new long-term work allocations of employee?**
- **How the Reports Help You?:**
- So, whenever you change role of a person may be **promote a person** or **move laterally into some**

**other department or team** you have certain considerations in the mind.

- The reports 1 and 2 by giving much more information about the employee **help you manifold in taking and managing such decisions** .
- Also report 3 if the employee you are shifting has a **risk of attrition or facing other problems** so helps to take more **Stabler or better decisions** in this regard.

- **Benefits for You?**

- It covers **your risk before you move or promote an employee** or a team member to some other role in the company.
- It also helps you to **save your investment of time, energy & money significantly. ;)**



- **→ Real Life Situation7: How you could Get to your Employee to n-th Degree ;) ? May be by asking any Personalized question about the Employee ;)?**

- **How the Reports Help You?:**

- Say you still have questions regarding employee over and above the 3 reports. Sure, most welcome we will help you to address the same with **FREE 1 question** .
- Like say is the employee naturally prone to certain kind of mis behaviours or is he an ace performer ;) for your Team etc.

- **Benefits for You?**

- You **get full flexibility** and **control** over the **employee** or **project situation**. Without any extra cost to you



- **→ what is the ROI of the reports?**

- It is highly cost effective and pays back manifold than you invest on the report.
- So even if once in life time you are able to use only once any of the reports for your employee. You get manifold more returns than you have invested on the same.:)
- So, it's perfectly sane and a great to invest in the reports.



- **So, what to Positively Expect after Using Smart Employee Online Reports ? ;) :**

- Definite Increased Effectiveness in :
- Delivery
- Sales
- Marketing
- & Management for your Company & Team.
- Plus Helps in Team happiness, Repeat customers & More Business for sure ☺ .

- **So, in short More Profits ;) ,Lesser Stress ;) & More Happiness in Your Team or Company.**

## **APPENDIX:**



- **How to Use the Reports:**
- The utility & application of the reports is almost across innumerable situations across the Company or Team.
- Every Manager should have the access to reports of his/her reporting Team to help him or her take value added decisions for much higher effectiveness.
- Given the "Law of averages" naturally as you start using & applying the Reports more ,the Overall Effectiveness & Performance would scale for sure along with much higher team happiness & satisfaction levels.;)