ORGANIZATIONAL
POWER TOOLS ✳

Turning your strategy into action isn't easy, but having the right tools can help. Hiring, managing, and developing your people can be time consuming, exhausting, even risky. But with ThinkWise you can save time and money, while helping your people maximize their talent and potential. Our tools are designed to be easy to use, buy, and support. When you ThinkWise, you see the benefits everywhere from the top floor to the bottom line.

"Never mistake activity for achievement."

John Wooden

THINKWISE ✳

BUILDING CULTURE
REQUIRES MORE THAN
PARTICIPATING IN ✳
HAWAIIAN SHIRT DAY

With roots as an organizational effectiveness consulting firm, ThinkWise has helped hundreds of organizations translate strategy into action with a simple, real-world process that delivers results. Imagine your people more aligned, more engaged, smarter, more collaborative...

Imagine that this is possible via a simple, user-friendly, web-based solution. Our tools and learning resources have been designed to be linked to your business and simple to use. It's not about how many features we can pack into the software – it's about results.
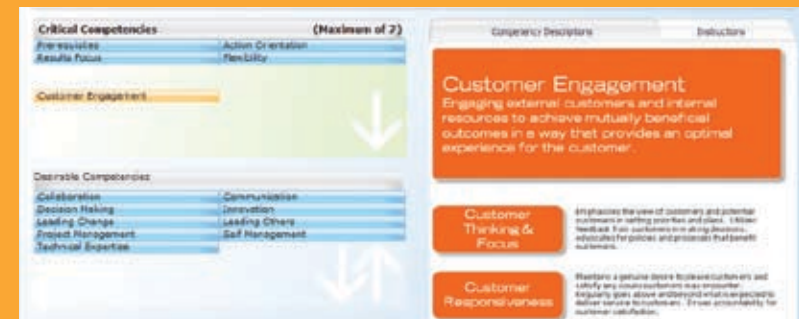
We've included some snapshots of our modules – jump in and see how ThinkWise can help you install a high performance culture in your organization:

- Competency Models
- Goal Management
- Hiring Tools
- Performance Reviews
- 360 Surveys
- Development Plans
- ThinkBox

✳ Getting the most out of your people is not all fun and games. It takes a serious commitment to finding the right people, aligning and empowering teams, and providing resources for ongoing development. ThinkWise helps you turn strategy into action with an integrated set of modules that are available on the internet, with no software to install or upgrade. Engage. Enable. Empower. Then enjoy the results.

TGI MONDAY,
TUESDAY, WEDNESDAY
THURSDAY, OR FRIDAY✳

✳ Model employees are happy employees, and there's no better way to get the most from your people than by letting them know what's expected of them. Before hiring, promoting, or even providing feedback to an employee, a competency model should be the blueprint for setting and managing expectations. It's easy to set up, flexible, and interactive. In short, it's a model program.

COMPETENCY MODELS✳

At the core of the ThinkWise solution are competency models tailored to your company's DNA. They are the foundation to base your hiring, management and development decisions upon. Your competency models are easily built around your organization or department's specific requirements, demands and competencies.

We make it easy and effective for you to create your competency models - you simply need our step-by-step guidelines, a time-tested library of competencies, and you – the people who best understand your business.
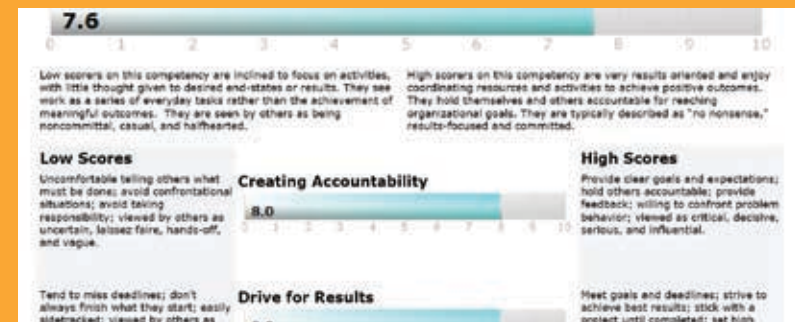
Key features include:
- Quickly develop a core model and supporting models tailored to your business and job families.
- Expert guidance built-in to the ThinkWise system.
- Competency models instantly tailor your hiring tools and performance reviews.
- Flexibility to change as your business changes.
- Competency library was developed with leading Universities and reflects multiple studies on which behaviors drive top leaders and organizations.

HIRING ✳

THERE ARE SMARTER
WAYS OF SELECTING NEW PEOPLE THAN
EENIE, MEENIE, MINIE, MOE ✳

✳ Selecting the right person for the right job is arguably the most important aspect of running your business. Selecting the wrong person can be downright painful and expensive. Our Hiring Tools will help you assess candidates on those competencies that matter to your company and the position you're hiring for.

Our Hiring Tools will help you effectively manage the hiring process, accurately assess candidates on competencies critical to the position, turn every manager into an expert interviewer, and provide you expert guidance on making smarter hiring decisions.

Key features include:
- Candidate Survey and Interview Guides are automatically tailored by your organization's Competency Models.
- Candidate Survey combines personality and competency assessments into one easy to read online report.
- Interview Guides are organized by competency with behavioral questions, follow-up probes, and 'Listening Points'.
- Completely web-based and integrated with email to make using the tools and providing feedback easy work for candidates, interviewers, and the hiring manager.
- Powerful reporting and templates to quickly compare feedback on candidates and facilitate decision making.

GOAL MANAGEMENT ✱

SORRY, BEATING
MINESWEEPER
IS NOT A COMPANY
GOAL THIS YEAR ✱

Setting and managing goals should be an integral part of running any organization. But most goal tracking tools are too complex, don't provide visibility, and are hard to administer. Our goal wizard guides you through setting up SMART goals that are specific, measurable, attainable, relevant and time-based.

Individual employee performance goals are easily linked to the organization's goals and are automatically integrated with the ThinkWise Performance Review process.

Key features include:
- S.M.A.R.T. goal templates (Specific, Measurable, Attainable, Relevant, and Time-based).
- Dashboard gauges for instant goal status and drill-down for managers.
- Performance goals linked directly to Organization Goals – every employee understands how they support the company's goals.
- E-mail notification and integration with reminders.
- Balanced Scorecard categories and reporting.

✱ Communicating company goals are too frequently a one-time annual event, like the annual picnic, and not reinforced or managed throughout the year. The ThinkWise Goal Management module makes organization and performance goals available to everyone, and provides instant tracking through our dashboard gauges. Because when your people know exactly what they're supposed to be doing, they become more accountable and more productive.

PERFORMANCE REVIEW✳

"KEEP UP THE GOOD WORK" IS NOT AN EFFECTIVE PERFORMANCE REVIEW✳

World class organizations immerse their people in a feedback-rich culture, giving everyone the tools they need to achieve at the highest level. ThinkWise makes the performance review process faster, more relevant, and more actionable – resulting in a more engaged workforce and results-based culture.

Managers like the ThinkWise system because it is fast, guides them step by step, and helps eliminate painful perception gaps. Employees like the ThinkWise Performance Review system because they are given a voice in the process, feedback is tailored to critical competencies and their performance goals, and they are provided linked resources to improve.

Key features include:
- Step-by-step workflow with simultaneous input from manager and employees.
- Managers can complete multiple reviews simultaneously for their direct reports – increasing speed and improving consistency of reviews.
- Dashboards track progress of reviews being completed.
- Manager coaching modules and tips are available 24x7.
- Performance reviews automatically tailored to your organization's critical competencies, focusing feedback and development on competencies that drive your business.

✳ An annual review should be anything but annual. Yearly performance reviews strike fear into the hearts of both employees and managers because of the painful perception gaps that are all too common. But with the ThinkWise Performance Review system, fact-based input fills in these gaps, and feedback is ongoing, not annual.

THERE'S A BETTER WAY TO
GET FEEDBACK
THAN HANGING AROUND THE
WATER COOLER ✳

✳ People are working faster, harder, and in more complex ways every day. Getting feedback doesn't need to be complex as well. ThinkWise enables you to setup multiple employees on the same web-based survey – dramatically increasing speed and accuracy. Each survey zeroes in on your organization's critical competencies – providing your people with clear, relevant feedback they can take action on.

360º SURVEY✳

Rater(s)	#Raters	Diff	1	2	3	4	5	6	7	N/A
Project Average	20	2.20	4.79							
				1	6	9	4			
Average (excl. Self)	8	2.13	4.88							
				1	1	4	2			
Self	1		7.00							
Peer		Fewer than 3 raters responded - responses are included in Average ratings above.								
Direct Report	3	3.00	4.00							
Manager	1	2.00	5.00							
Other		Fewer than 3 raters responded - responses are included in Average ratings above.								

The first step toward personal development in the workplace is getting a crystal-clear picture of your work style. A ThinkWise360 Survey can provide everyone in your organization with feedback from their manager, their peers, direct reports, and even external customers/partners.

We know you're busy – we have kept things simple and intuitive with a survey setup wizard, web-based drag-n-drop interface (enabling multiple employees to be rated simultaneously - slashing time to complete multiple surveys and improving response accuracy and validity), instant reporting, and dashboards to monitor survey progress.

Key features include:
• Fast setup and easy to manage multiple surveys.
• Automatically tailored questions based on your core competencies.
• E-mail integration and intuitive interface for respondents.
• Flexibility to add your own questions (scaled or open-ended).
• ThinkBox resources for immediate improvement.
• Intuitive drill-down reports.

YOU NEVER KNOW
WHAT YOU WILL FIND
IN A 6x6 CUBE
YOUR NEXT MANAGER, PERHAPS ✳

✳ Personal growth and upward mobility are important to everyone, but finding the time for development gets harder every day. The last thing people need is another boring, generic seminar that only leaves them with another dusty binder on the bookshelf. ThinkWise helps you create simple, relevant, and trackable personal development goals that are tied to critical competencies and supported with ThinkBox learning resources.

DEVELOPMENT PLANS ✳

ThinkWise has developed an approach to personal development that is cost effective, convenient and relevant. We make it simple and intuitive to setup and track development efforts. Relevance is ensured by tying development to your organization's critical competencies and to feedback from the ThinkWise Performance Reviews, 360 Surveys, and Development Surveys. We help make your goals actionable with linked tasks that provide reminders and updates via email. We back it up with innovative and effective learning resources in our ThinkBox.

Key features include:
- Step-by-step wizard for setting Development goals.
- Competency-based feedback from 360 Surveys and Performance Reviews guide Development goals.
- E-mail integration and automatic update reminders.
- Individual development efforts/tasks linked to goals.
- Instant access to hundreds of innovative resources, organized by competency, via the ThinkBox.

THINK BOX✳

WHY WOULD YOU THINK
OUTSIDE THE BOX
WHEN ALL THE GOOD
IDEAS ARE INSIDE?✳

✳ ThinkBox resources are designed to provide fast, relevant advice you can immediately use to be a better manager, a better listener, a better negotiator, or a better 'doer'. Each learning tool is relevant and succinct, distilling our ThinkWise experts' advice, experience, and tools into hundreds of learning and development resources and best practices guides. When you have an issue, our ThinkBox is standing by 24x7 with expert advice and development resources.

Give your people instant access to powerful learning resources and tips, turning feedback into action. The ThinkBox distills our years of experience, advice, and consulting into a focused set of resources tied to your organizational competencies. All designed to be to-the-point, engaging, and focused on results. All organized by the same competencies that you use to hire, measure, and provide feedback. All available 24x7 from any computer connected to the web.

Key features include:
• ThinkFast tips provide concrete ideas to help you right now.
• ThinkWise eCoaching modules (for managers and employees) are designed to encourage and support a coaching culture, driving sustainable change in how your people think and work.
• World-class video eLearning modules.
• Book summaries, video shorts, other tips, templates, and tools.
• All quickly found with our powerful search engine.

FINALLY, SOFTWARE
INSTALLATION
YOU WON'T NEED YOUR
KID'S HELP WITH ✳

✳ ThinkWise software is entirely web-based, which means no messy installation, followed by the inevitable and expensive annual updates. Just log on to thinkwiseinc.com and get started immediately.

✳ ThinkWise

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