



Developing a Good Culture by Establishing an Effective Performance Management System

Business Performance Management Module

Business has multiple processes / departments. The performance of individual process contributes to the overall business performance. Our 20+ years of experience states that Lack of Good Performance Measurement System results into difficulty in achieving the business goals despite of having the desired capabilities.

PQSmithra has developed an effective module "PRAGATI" for Business Performance Management. It is a simple and practical solution towards development of good culture at the organization.

Objectives of PRAGATI

- Cultural Improvement
- Responsibility & Accountability
- Up-gradation of Team Members for their better future
- Structure for analysis of the data
- Achievement of Targets/ Goals
- Reducing Involvement of top management
- Eliminating the Non Value Added Activities

Performance Measurement *is the first step towards* *Performance Improvement*

Why do companies implement PRAGATI?

Every business is facing the challenges with regards to the survival and sustainability. In such scenario, we have identified the following common reasons / issues which are faced by almost every organization.

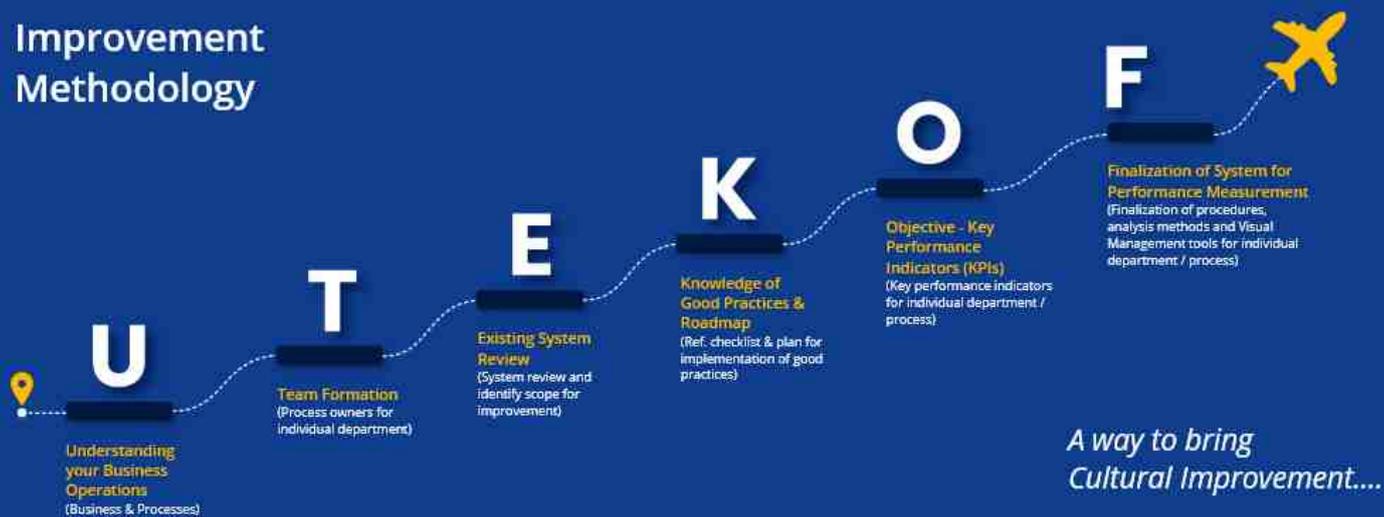
Engagement of Top Management in routine operations. No time for future business planning.

Lack of ownership & accountability in Middle Management Members.

Constant need of Cost Reduction at every stage in operations.

Lack of Cultural Improvement at the organization.

Improvement Methodology



How does PRAGATI work?

We have developed a Unique methodology for the project execution. The approach of offering Treatment on the basis of Diagnosis is adopted. We built customized solutions to suit the existing culture of your organization. It helps organization to accommodate the changes easily and with progressive approach.



Understanding your Business Operations
(Business & Processes)



Team Formation
(Process owners for individual department)



Existing System Review
(System review and identify scope for improvement)



Knowledge of Good Practices & Roadmap
(Ref. checklist & plan for implementation of good practices)



Objective - Key Performance Indicators (KPIs)
(Key performance indicators for individual department / process)



Finalization of System for Performance Measurement
(Finalization of procedures, analysis methods and Visual Management tools for individual department / process)

PRAGATI - Flow of Activities

Introduction to PRAGATI



Team Formation



Review of System at each department



Scope of Improvement/ Road map

Implementation of
Good Practices



Data Analysis &
Target Setting



Identification of TASKS,
(KAIZENS)



Approval by
Top Management



Training &
Implementation



Monitoring the progress

Setting up objectives/
KPI's



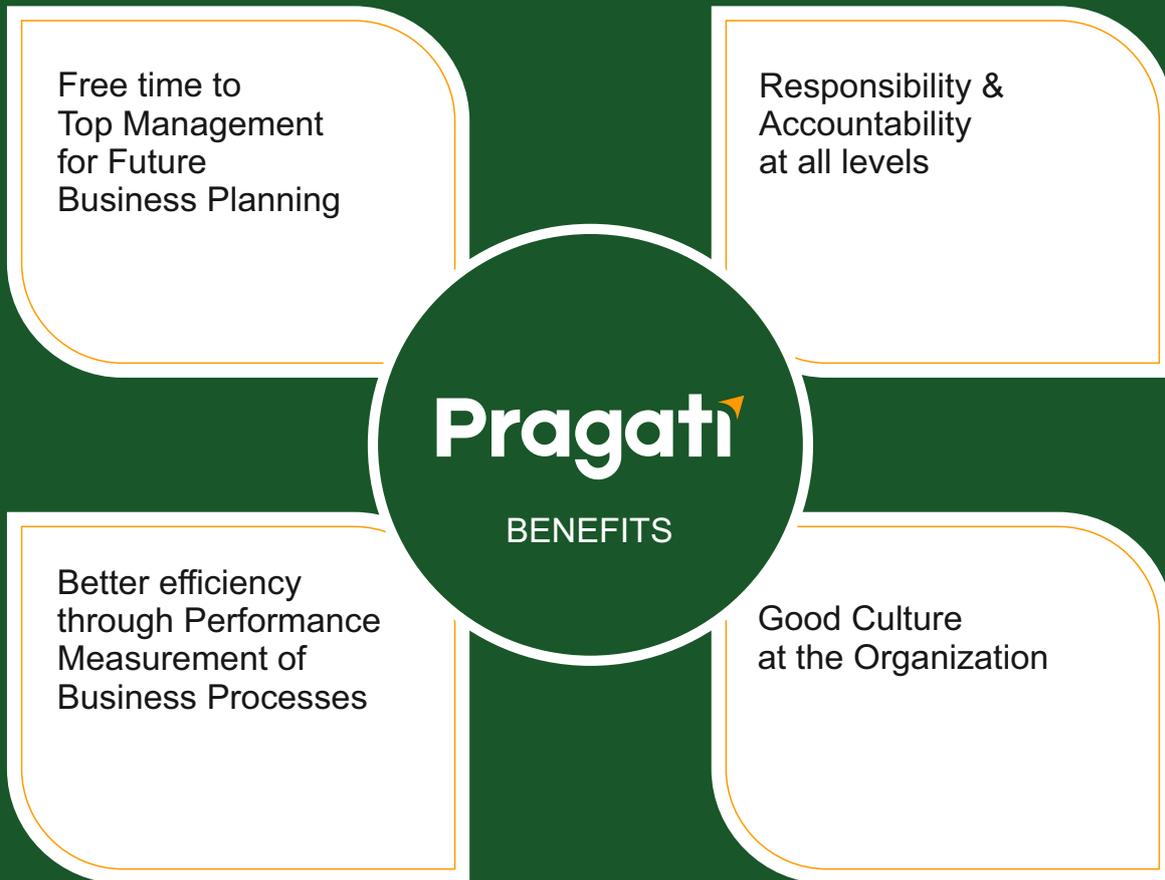
Monitoring of
achievements



Reporting / Presentation



Rewarding



Our Other Offerings for Cultural Improvement



Gap Analysis

Gap the analysis is a business process health check-up activity in which Operational systems/ Departmental functioning is verified to identify scope for improvement. PQSmitra has developed a methodology where the identity and study the Organization's department and their processes information.



Routine System Verification & Support

Good operational system implementation at the organization always supports Growth and Sustain ability through the better performance of the individual business process. Shop floor implementation, documentation, insightful business practices are verified & knowledge is shared by the PQSmitra experts to improve performance of organization & to keep the management system alive.

Our Satisfied Clients

PQSmitra has achieved a wide portfolio of clients over the past years from manufacturing to service industries, across India and overseas.

PQS has reputation of providing Management System Support in new sectors. Our clients range from **2 to 1000+ employees**, Small to Medium Sized Enterprises (SME).

Value addition is ensured all the time towards highest level of customer satisfaction.



The logos shown are used for indicative purpose. The logos are the sole property of the respective company.

Building up a good culture
requires **Change in Mind-set**
at all levels within the
organization.

PQSmitra Service Features appreciated by clients



Simple &
Practical Approach



21 Years of
Service



2500+
Successful Projects



5,56,000+
Consulting Hours

PQSmitra

Simple & Practical

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