

Highly Efficient Large Enterprises



The People Management Challenge

Your people are your company's principal asset, but can also be the most difficult to manage.

New technologies and flexible work models have the capacity to improve work conditions at all levels, but new management methods are also required to effectively deal with the changes that these advances bring.

Getting employees to manage their time effectively and reach desired productivity levels is a big challenge in an environment increasingly characterized by interruptions, distracting popup alerts, multi-tasking, e-mail overuse and the proliferation of new devices. Time is squandered without employees having any idea where it has gone.

This creates stress and frustration. Employees either fail to finish what they had expected to do any given day or put in overtime, managers request additional resources to meet objectives and companies find themselves losing competitiveness due to lack of productivity.

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The WorkMeter Solution

Stay Competitive

In order to maintain competitiveness, companies must continually increase efficiency and productivity across all company departments. WorkMeter helps organizations to work together at all levels to optimise processes, eliminate inefficiencies and maximise time spent on activities that contribute value to customers and the company.



Manage Time Better

Company time is a finite resource that is all too often squandered on activities that do not advance projects or objectives. WorkMeter gives employees awareness of how they are spending their time so that they can better manage it. Organisations that use WorkMeter are often quite surprised when view initial data that shows them how much company time is being spent on activities that bring nothing of value to the

WorkMeter is a software solution that collects, processes and presents objective data on activity, productivity and application usage as employees work on company PCs, mobile phones and other devices.



Maintain Team Focus

With no visibility of how employees are actually spending their time, department heads often have to make decisions based on guesswork.

And when employees don't have clear role-based objectives that indicate exactly how to spend their time, they lose focus and become susceptible to distractions or spend time unwisely.

WorkMeter allows the objectives of managers and employees to merge so that both are clear on where they need to go and what they need to do to fulfil deadlines. It removes micro-management from the equation and replaces it with co-responsibility.

Implement Flexible Work Models

New technologies and flexible work models enable employees to achieve work-life balance. Individuals can check e-mail and access work applications from anywhere at any time. At the same time, the applications and e-mail accounts they use in their personal lives are accessible when at work.

WorkMeter helps companies to manage this blurring of the line between the professional and personal so that companies feel confident that teleworking and flexitime accommodate both employee needs and organisational objectives.



Funcionalidades específicas

Productivity Map

WorkMeter collects, processes and instantly presents objective data on employee performance while employees work on PCs, mobile phones and other company devices. It also allows employees to log work hours invested offline (at meetings or while traveling, for example).

Data is presented according to tasks and processes defined for each role. Easy analysis of data allows organisations to quickly identify of areas of improvement per specific projects, implement best practices and measure the results.

Employee Access to Metrics

Employees can access all information about their own activity, given that they have permissions to do so. They can monitor their own application usage and time spent on both productive and non-productive activities. They also have visibility of team averages and can receive a weekly report that clearly presents all data.

When combined with clear objectives and role-based optimal productivity profiles, employees have the means to gain awareness of how they work and can adjust their habits to align with project progress and overall company objectives.

Optimal Profiles

Optimal profiles define expectations for every team member by role. It gives individuals a consolidated view of their actual time logged per task versus the time dedication expected for their particular role, which helps teams to maintain high levels of productivity and stay focused on activities that bring value to projects.



Benefits

For Employees

- Better time management
- Acknowledgement for their efforts
- A flexible work environment

For Departments

- Objective decision making
- Co-responsibility between managers and employees
- Continuous improvement processes in place

For Companies

- Improve productivity by as much as 40%
- Higher levels of commitment and responsibility
- A more satisfied workforce



WorkMeter

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Team members themselves are able to identify deviations and determine the best ways to improve.

Management by Objectives

This feature allows companies to define indicators on which clear objectives can be based. The indicator-objective combination brings visibility to any deviations between estimated time planned for projects and actual time invested in projects

It gives employees visibility of these differences so they themselves gain awareness of habits that impede productivity and can adjust their activities to re-align with project and company objectives.