

BARRETT Sales Performance Management System

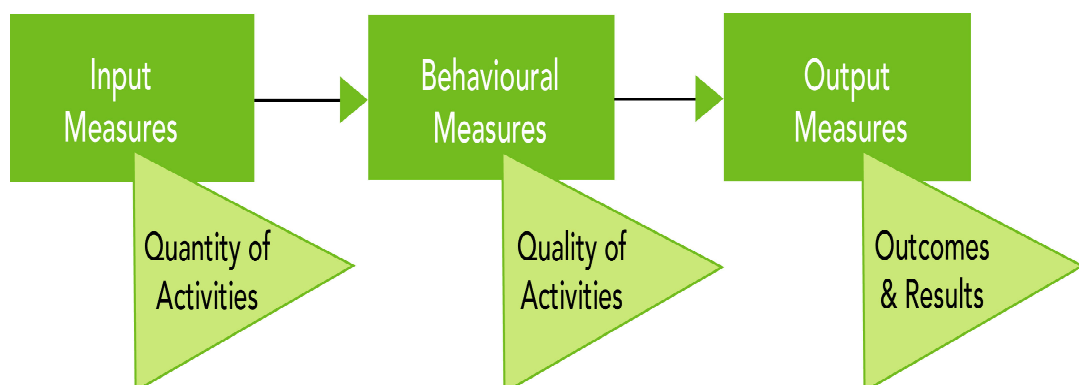
The BARRETT Sales Performance Management System (BSPMS) is an end-to-end sales behaviour system designed to maximise the performance of your sales staff. The BSPMS is

- Template driven
- Research Based
- Economical
- Offered stand alone or fully supported
- Customisable (pick and pack - mix and match)

The BSPMS provides the framework and processes for any manager of sales people to implement a robust yet non-complicated performance management system.

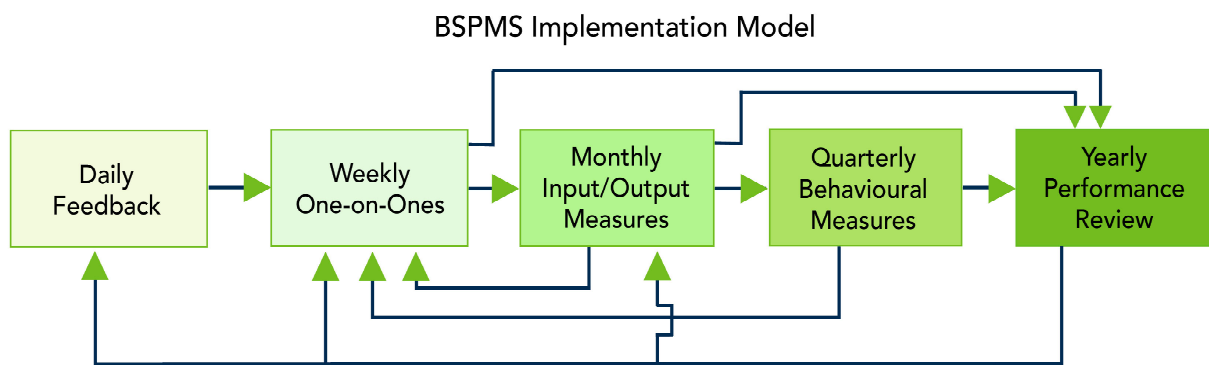
Effective performance management systems begin with data collection and measurement (assuming goals and strategy have been set), yet most organisations measure one variable. That is they focus on and measure sales results only. The BSPMS measures sales results but also focuses on two additional critical variables namely, Input Measures and Behavioural Measures. And it provides a framework to do so on a consistent and structured basis.

BSPMS Measurement Framework



Implementation Model:

An implementation guide that introduces the methodology, processes and templates supports the BSPMS. In addition an implementation model is provided to achieve optimum effectiveness.



Templates are provided for each step of the process giving managers the time to focus on the person (and therefore performance) rather than the process.

Implementation Options:

- 1 Provide Template and Menu of Input Measures, Output Measures and Behavioural Competencies to select and populate the templates.
- 2 Provide Template plus 2 - 3 hours consulting, one on one, to select measures from the menu.
- 3 Provide Template plus conduct a half day workshop with Manager(s) and high performing sales to workshop best mix of measures.
- 4 Provide Template plus conduct full Job Analysis to identify key behavioural competencies for the role. Deliverables: Competency Profile, Job/Person Specification. Performance Measures: Input Measures, Output Measures and Behavioural Based Competencies. Populate the template.