

Unleash the Power of Performance Management



Paisano Performance Partners introduces an internet based, performance management tool for the hospitality industry; *specifically private country clubs.*

PERFORMANCE++

Performance++, our performance management software, was designed by a team of California club managers to provide regular feedback at all levels in the private club space. The software is customizable to reflect the performance expectations for each job title or job category. With ***Performance++*** you can choose traditional performance reviews, periodic check-ins, or both.

Who We Are

John Finley CCM, is a seasoned certified club manager with experience in a variety of hospitality industry segments including Dietary Feeding, Hotel Feasibility Consulting, Country Club and Resort Management and Enterprise Software Sales. Paisano Performance Partners is the embodiment of these management experiences and the recognition that ***Feedback Drives Performance.***



About *Performance++*

Managing performance requires a system to provide timely feedback towards meaningful goals!
It sounds so simple and with the right tools it is!

Performance ++, performance management software, provides a systematic approach to defining success, measuring performance against defined goals, and delivering timely feedback for each member of your organization.

Performance++ was designed to enhance service levels in your organization.

Key Features and Benefits

Success Defined:

Performance++ answers the WHY for each position in your organization by measuring performance against success metrics. Choose from predefined standards for every performance criteria or apply your own. Administration is intuitive and flexible, allowing you to tailor the desired outcomes by position. All Categories, Criteria and Standards are customizable.

Performance Measured:

Performance++ offers both Traditional performance appraisal on a five-point scale and/or Check-Ins to monitor and measure success in accomplishing goals on a sliding scale. Managers choose the best of both approaches to drive performance on their team.

Measure What is Managed:

Performance++ comes pre-configured with 13 competency categories and over 40 criteria to ensure that each position on your team is evaluated on what matters most. Choose from the list or create your own criteria. *Performance++* offers the flexibility to design the appraisal process to accomplish your mission and drive team performance.

Notation System:

Timely feedback is a powerful management tool. Our Notation function allows you to document behavior as it occurs. Notations are used to document concerns and commendations, and share them with employees appropriately. When it is time for a formal evaluation, the notations are visible to the evaluator in the category in which they apply, to provide a complete look-back at performance. Notations lend support in rating the team member and provide documentation should litigation arise.

Action Plans:

Managing performance is critical to success, but only if the information is used to develop goals for continued success. *Performance++* includes customizable action planning in the process to identify areas of opportunity for improvement and/or growth. Imagine the results you can achieve with everyone on your team working on two areas in which they could improve! *That is the power of Performance++*.

Administration:

The system is internet based to allow access to ALL of your performance information in one location, anytime and anywhere you have internet access. Adding team members is a simple three step process. A built-in reminder system tracks target dates and sends out reminder emails to complete tasks on time, hassle free!

**Call Today
to Arrange a
Demonstration**

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***Because Feedback
Drives Great Performance!***

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