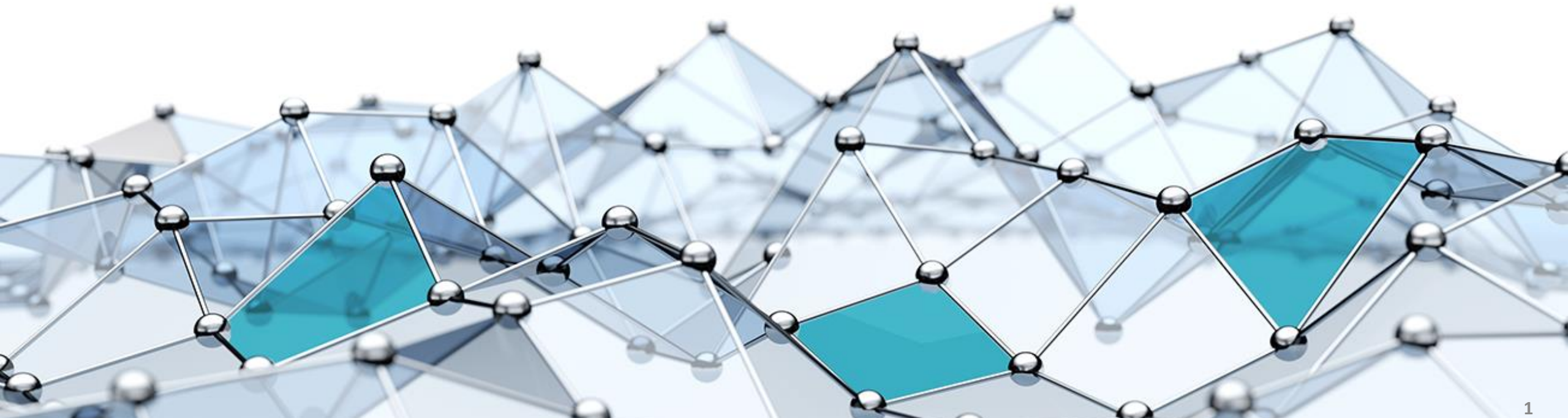


ValueView®

measurement and management of work profitability



What is ValueView®?

ValueView®

is an innovative method of measuring and increasing the profitability of tasks, positions and processes.

The studies are conducted in the form of simple electronic questionnaires.

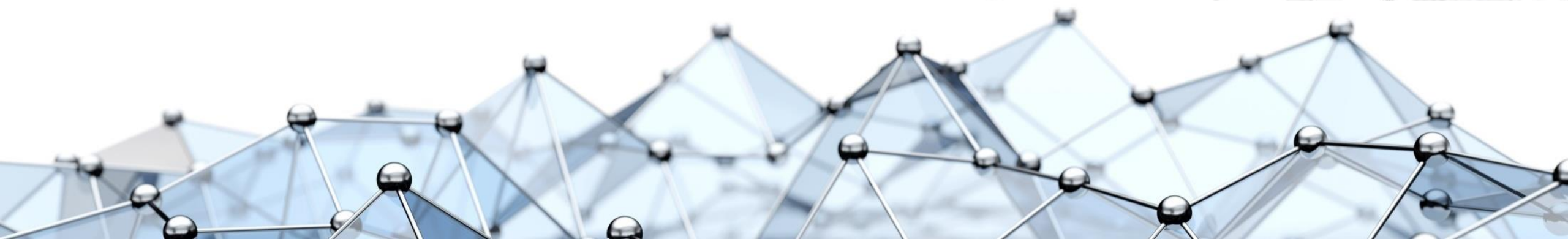
The results, presented in the form of quantitative indicators of profitability, allow the immediate improvement of the efficiency of the organization.



30%

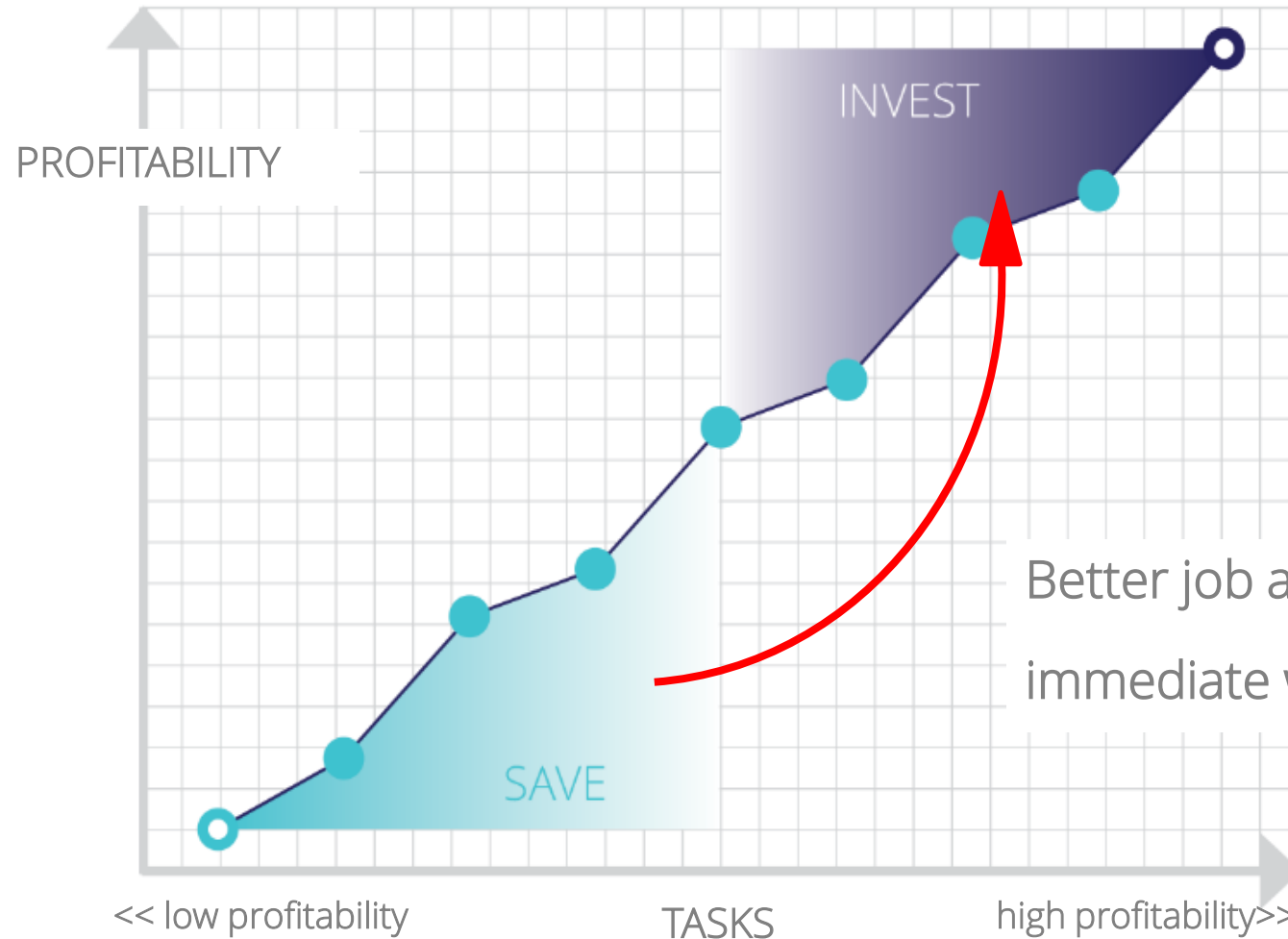
OF TASKS PERFORMED BY EMPLOYEES
ARE NOT NEEDED (NOT PROFITABLE) FOR COMPANIES

According to the Research Institute of Labour Profitability, 2016



Proper allocation of resources

- the basic mechanism of efficiency increase



INVEST - the tasks, positions and processes which provide potential for improving the organisation's efficiency - the most profitable tasks.

SAVE - the tasks, positions and processes which provide potential for reducing the organisation's costs - the least profitable tasks

Better job allocation leads to

immediate work efficiency increase by **+20%**

What every individual gets from ValueView® report ?

Analyst

(Time 90% FTE 2,79/2 Profitability 35% Fit Index™-28%)

Task (Time)	Efficiency opportunity	Recommendation
Economic analysis for MB and SB (35%)	86 %	Invest decisively
Data inspection for JST (20%)	31 %	Invest decisively
XCV Project coordination (20%)	15 %	Tailored to the needs
Profitability analysis of promotion campaigns (5%)	9%	Tailored to the needs
Monthly reports SIZ (5%)	2%	Tailored to the needs
MDP training programs (5%)	-13%	Optimize with caution
Ad hoc inquiries of other departments (10%)	-43%	Optimize decisively

Excerpt from the ValueView® report



Job	Time	FTE (demand)	Efficiency opportunity	Fit Index™	Recommendation
Analyst	100 %	2,79 / 2	35%	-28%	Invest decisively
Senior controller	100 %	1,26 / 1	30%	-21%	Invest decisively
Sales Manager	100 %	3,83 / 3	27%	-21%	Invest with caution
Logistic supervisor	95 %	1,25 / 1	24%	-12%	Invest decisively
Controller	100%	1,11 / 1	17%	-31%	Invest with caution
Salesman	100 %	1,09 / 1	7%	-9%	Tailored to the needs of the company
Marketing Specialist	95 %	0,95 / 1	0%	-34%	Optimize with caution
Operation Manager	100 %	0,91 / 1	-13%	-42%	Optimize with caution
Coordinator	85 %	1,48 / 2	-40%	-31%	Optimize decisively

The process

ValueView[®] implementation process
constains of

4 STAGES

1 STAGE
Business
Objectives

2 STAGE
ValueView
survey

3 STAGE
Results analysis
Reports

4 STAGE
Efficiency
Improvement
Programm

1 STAGE

Business Objectives

- Business objectives of the planned change
- Commitment of Participants
- Timetable and organisational arrangements
- Data for the study

2

STAGE
ValueView
survey

VALUEVIEW®
PLATFORM



STEP 1

Participants describe
the tasks they perform

30
min

STEP 2

Participants specify the beneficiaries
of the tasks they perform

10
min

VALUEVIEW®
ALGORITHM



An economic analysis is performed,
and the profitability of tasks, positions
and organizational units calculated

STEP 3

The beneficiaries evaluate the
tasks for their usefulness and
impact on their (beneficiaries')
results

10
min

PROFITABILITY STUDY

for tasks
for worksites

Who is involved in the study ?



Participants – representatives of the positions being assessed, who define their tasks.



Beneficiaries – internal and external customers who derive any benefit from the tasks.



3 STAGE

Results analysis
Reports

○ Analysis of results:

Calculation of the value of individual tasks, positions or processes

Which activities should be strengthened?

Tasks and processes to be reduced or cancelled

○ Training for managers and participants

- how to use ValueView results to increase efficiency of the organization
- how to increase business results

○ Consolidated and individual reports

4

STAGE

Efficiency
Improvement
Program

Performance Improvement Program

Implementation of results with involvement of managers and employees

The implementation program includes:

Written and detailed implementation plans for every position in the company

Workshops for participants

Individual consultations

ROI calculation

Summary of the project and preparation of the re-examination

Value indicators

1. Sufficiency [%]

2. Importance [%]

Cost [€]

FTE



PROFITABILITY [%]

Net value [€]

Demand for labour [FTE]

Demand for competencies [FTE]

3. FitIndex™ [%]

4. Veracity Index™ [%]

How can ValueView help you?

- Reduce the amount of unnecessary work and free up to 20% of personnel's time
- Make employees take care of what really matters and is needed in their business
- Make business more profitable quickly and at low cost
- Make people believe in what they do
- Increase employees' Focus on internal and external clients' needs

What will you get?

- Value and profitability of tasks and processes, including „non-quantifiable” ones
- Evaluation of jobs/ positions based on business profitability with recommendations
- Descriptions of all the jobs and tasks as they are today
- Map of the task beneficiaries
- Advice and support provided by experienced consultants including:
 - Dedicated job optimisation solutions
 - Assistance in task elimination and resource relocation.



THEY TRUSTED US

Recommendations

„ValueView® is an incredible tool. We verify the changes we introduce on an ongoing basis”

Piotr Kazimieruk – owner ZMK Kazimieruk



„ValueView® helps organization to “reinvent themselves” and supports Teal self-management practices!”

Jon Gornstein – twórca i prezes Persona Global
światowy ekspert w dziedzinie produktów HRM



Recommendations

*„ Measurement of profitability enables us to engage employees in jobs that have a **greater sense**”*

Maciej Nowak
– HR Director of SGB-Bank SA



„ ValueView® allowed us to answer the question of whether the work we do on a given position is needed”

Jacek Różycki– President of Vulcan



Recommendation:

*„Since the last 50 years, there was hardly any innovation in HR.
Your initiative brings democratization in the workplace to
another level.*

It also brings profit to the organization. How is that possible?

Democratized profits?

People have not heard of such ideas since Plato and Socrates”

Abel Hisken



ValueView® partners worldwide

JKamieński
Poland

Persona
Global
USA

Reinfuss Co.
Poland

Oświata
Poland

ValueView
worldwide

PEP ww
Belgium

Inspire
Poland

BPI
Poland

SDOrg
Poland

Olixus
USA

BBugiel
Poland

Atria
Serbia

WTCO
Italy

VALUEVIEW®
ZWIĘKSZAMY RENTOWNOŚĆ PRACY

IT Technology

- VW 2.0 is the only tool of this type in the world
- Platform VW 2.0 is multilingual (another language in 10 days)
- VW 2.0 enables various implementations:
 - profitability of work (Lean)
 - personal effectiveness of employees (360 type assessment)
 - ROI of training and all types of projects
 - profitability of goals and projects forecasting