

TIME2CHANGE™

—
*Measuring Performance
Improvement*

TIME2CHANGE ACCELERATES AND MEASURES THE SUCCESS OF PERFORMANCE IMPROVEMENT EFFORTS

Powerful Tool

Time2Change creates accountability for development, measures performance improvement, and provides the organization with information about how it can better support individuals in their development.

Finally Know the Score

More than ever, managers of human resources development initiatives are being asked to show concrete, sustainable, measurable *results*.

What would it mean to you—and, crucially, what would it mean to your company—if you could:

- Actually measure the success of each and every one of your HRD programs?
- Stretch your leadership development budget and get better results?
- Significantly increase the likelihood that performance will actually improve?

Well, now you can achieve all this—and more. Because **Time2Change™** will make it happen.

Time2Change is a Web-based HRD measurement process from Personnel Decisions International. **Time2Change** ensures that you can:

- Leverage PDI's world-class expertise with respect to the way people learn and improve their job performance.
- Measure how much employees' performance improves as a result of their development efforts.
- Hold people accountable for development.
- Demonstrate to company stakeholders how much employees improve.
- Diagnose your company's development climate.

Time2Change includes a short, follow-up survey that measures the degree to which employees have improved in areas targeted for development. It can be used as a follow-up to 360° feedback implementations, training programs, assessments, and coaching, as well as other development initiatives.

Who is improving? Are they improving in the areas most important to your organization? Who is falling behind, and why? What are the barriers to their development? What can you do to help break those barriers down?

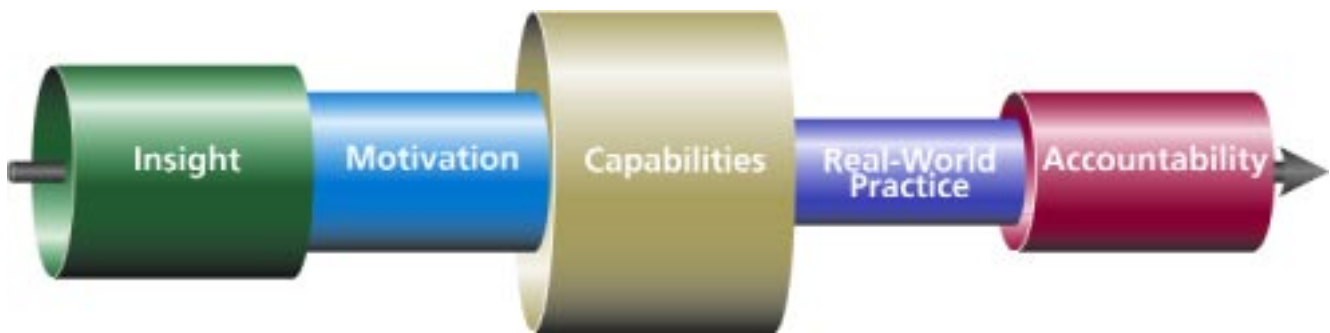
Time2Change will tell you. Simply put, **Time2Change** is your best way to keep score.

How You Get from Here to There: The Development Pipeline®

For people to successfully change their behavior, certain basic conditions must first be met. PDI has identified five conditions necessary for development to

occur. Taken collectively, these five conditions correspond to stages in what PDI calls the Development Pipeline. The pipeline is also a good tool for diagnosing why so many conventional HRD programs fail to make a significant difference in individual and business performance.

PDI DEVELOPMENT PIPELINE®



The Pipeline's first stage, *Insight*, asks people whether they know what to develop. The second stage, *Motivation*, asks whether they are willing to invest the time and energy to change. The third stage, *Capabilities*, asks whether they know how to acquire the skills and knowledge they need. The fourth stage, *Real-World Practice*, asks whether they have the opportunities to test new skills at work. The fifth stage, *Accountability*, asks whether they have internalized these new skills.

For meaningful change to occur, development must flow smoothly through all five stages of the pipeline. If flow through any stage is constricted, measures must be taken to widen that section of the pipeline. **Time2Change** identifies the sections that an individual may need help with. It illustrates precisely what people need to work on—and it holds them accountable for their own development.

The Unique Time2Change Process

Because **Time2Change** is Web-based, it's quick and easy to administer.

Participants receive an email with instructions on how to access the

Time2Change Web site. Once they log on, they will be able to select items or behaviors that correspond to aspects of their performance they have targeted for



development. The software then creates a targeted 360° feedback questionnaire for just those items.

Participants will then determine whom they want to assess their improvement in those targeted areas. Open-ended comments are collected from respondents about specific development activities they have observed.

An optional **Time2Change** Organizational Assessment Report provides data that elaborates upon:

- Behaviors participants most frequently targeted for development.
- Behaviors participants were readily able to develop.
- Behaviors most resistant to change.
- Aspects of organizational culture that restricted or promoted development.

Time2Change Makes Any HRD Program Accountable

Most often, what is missing from development initiatives is a sense of genuine accountability. **Time2Change** provides a way to consistently keep accountability alive. Unlike traditional one-time interventions, **Time2Change** provides a progress check after each HRD initiative to determine what level of improvement, if any, has occurred.

Time2Change builds accountability right into the process, measures performance improvement, and helps your company learn what performance obstacles may still exist.

*In a very real sense, **Time2Change** represents a behavioral return on your development investment. It enables you to report on the results of your HRD programs with complete confidence.*

Change Measurement Makes All the Difference

Time2Change gives participants valuable, motivating feedback on the extent to which others see their performance improving, and it gives your company quantifiable information about the extent to which people are developing.

*Equally important, your company also gains insight into the cultural barriers that can prevent people from improving their performance. Which means **Time2Change** is your opportunity for friction-free HRD—and a significantly improved bottom line.*

The **Time2Change** report incorporates the PDI Development Pipeline showing the conditions that must be in place if you are to facilitate performance improvement. Participants receive feedback on all aspects of the pipeline so they

Individualized

Participants create a unique survey to measure the areas they've targeted for development.

will be able to see where they've changed—as well as what performance improvement barriers they may still be facing.

Time2Change Makes Higher Quality Less Costly

*You can put someone through the entire **Time2Change** process for less than the cost of a full day of conventional training. But unlike those one-time interventions that lack accountability, comprehensiveness, and follow-up, **Time2Change** provides significant, sustainable performance improvement.*

Thus, **Time2Change** is not only fairly priced—it's also remarkably economical. Quantity breaks are built into the pricing structure. The more you buy, the less you pay.

And because all data collection is done electronically, the only decisions you'll have to make are which model or models to use, quantities, and whether to request a paper report or pdf file you can print yourself. **Time2Change** couldn't be easier to administer and use.

Re-energize Your HRD with Time2Change

Time2Change will provide the results you need to re-energize your HRD programs and allow them to contribute more to your company's bottom line.

For additional information on how **Time2Change** can help you accelerate and measure development, contact your PDI Client Relations at 800.633.4410 or call your local office. Visit our Web site at www.personneldecisions.com.

CORPORATE HEADQUARTERS
MINNEAPOLIS
800 633 4410

ASIA

CHINA
HONG KONG
852 2572 2641
SHANGHAI
86 21 5830 9993

JAPAN
TOKYO
813 5798 3400

SINGAPORE
SINGAPORE
65 6732 2252

AUSTRALIA

MELBOURNE
61 3 9670 3833
SYDNEY
61 2 9235 1516

EUROPE

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32 2 777 70 20

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420 508 33 63 26

FRANCE
FERNEY-VOLTAIRE (GENEVA)
33 4 50 40 64 11
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36 1 350 87 07

ROMANIA
BUCHAREST
401 321 77 93

SLOVAK REPUBLIC
BRATISLAVA
421 2 4333 9368

SWEDEN
GÖTEBORG
46 031 701 82 12
STOCKHOLM
46 08 402 00 20

UNITED KINGDOM
LONDON
44 20 7487 5776

NORTH AMERICA

ATLANTA
770 668 9908

AUSTIN
512 346 2800

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617 236 6511

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DETROIT
248 619 9330

HOUSTON
713 499 7500

LOS ANGELES
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PERSONNEL
DECISIONS
INTERNATIONAL

2000 Plaza VII Tower
45 South Seventh Street
Minneapolis, Minnesota 55402-1608
Phone 800 633 4410 Fax 612 904 7120
www.personneldecisions.com

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