



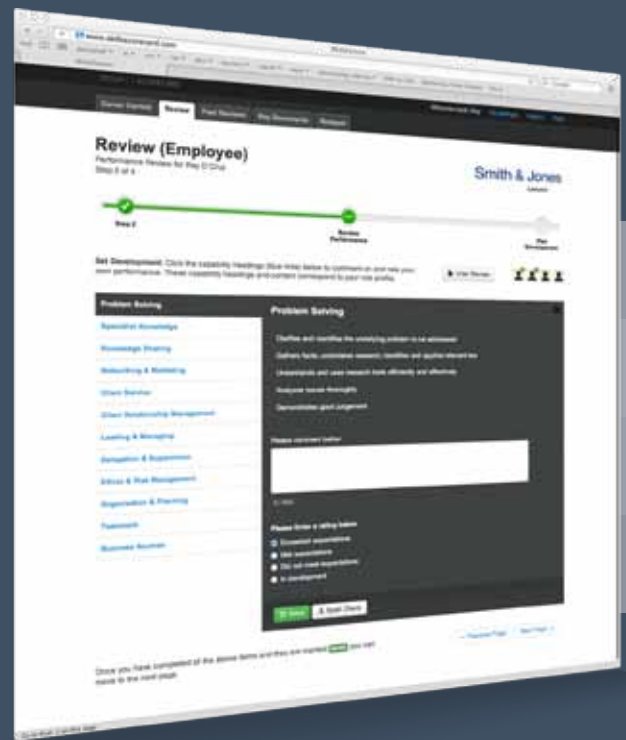
ONLINE PERFORMANCE
MANAGEMENT SYSTEMS
EXCLUSIVELY
FOR LAW FIRMS

SKILLS<>SCORECARD

Simple, Smart, Powerful

RETAIN YOUR TOP PERFORMERS

SkillsScorecard provides online performance and learning systems exclusively for law firms.



In the War for Talent, smart law firms understand the importance of feedback, learning and career development when it comes to retaining their best people.

SkillsScorecard implements online performance and learning systems exclusively for the legal sector.

Our **Performance Management System** (SkillsScorecard PMS) supports supervisors to provide comprehensive feedback and helps employees develop specific, detailed development plans.

Our **Learning Management System** (SkillsScorecard LMS) supports employees to plan learning activities and track regulatory compliance.

SkillsScorecard systems are easy to use and easy to implement. We use our extensive experience in the legal sector to support HR with all aspects of implementation, from training to project management.

Our PMS and LMS can be deployed independently or as an integrated solution. SkillsScorecard can be customised, configured and branded for individual firms.

SIMPLE TECHNOLOGY FOR EASY USE

Online systems succeed or fail based on user acceptance - so we've designed our systems in consultation with law firm partners, managers and staff. Our simple, engaging tools mean that all your people, from the least tech-savvy to the most will enjoy using SkillsScorecard.

FASTER, COST EFFECTIVE CUSTOMISATION

Customisation is faster and more cost effective because our baseline system, structure and content are based on standard law firm performance and learning practices.

ACCESS LAW SPECIFIC IP

SkillsScorecard has undertaken extensive research into lawyer and professional support competencies and goal setting. You can leverage this IP at no extra cost when configuring goal, competency and learning data.

SPECIFIC, DETAILED PLANNING

SkillsScorecard has the smartest L&D planning system in the legal industry. We combine your L&D program with our Materials Bank to provide your people with an extensive range of formal and informal development options.

LAW FIRM INSIGHT

Our client managers have been lawyers and senior law firm managers. You can be assured that we will speak your language, connect with your people and be a valuable business partner.

Managing partners report that the single most challenging element of lawyer performance reviews is converting evaluation results into constructive action plans.

PERFORMANCE MANAGEMENT SYSTEMS

Effective performance management drives engagement - that level of commitment from employees that greatly enhances productivity, performance and retention.

Why? Because structured feedback conversations are just as important for staff as they are for clients - an opportunity to reflect on the past and talk about the future.

Our PMS:

- Supports supervisors to provide comprehensive feedback in performance evaluations
- Supports employees and supervisors to set business and development goals
- Supports management to drive goal-achievement and accelerate skills development

Our PMS is easy to use and easy to implement. It can be customised and configured for individual law firms and fully integrated with our Learning Management System.

By focusing on improving the quality of feedback and planning, our system encourages employees and supervisors to invest the time in this critical business process.

PMS BENEFITS

MANAGEMENT

- **Create accountability** - engage employees by creating line of sight between firm and employee goals
- **Increase profitability** - identify, reward and retain high performers; reduce the cost of turnover
- **Manage underperformance** - address underperformance thoroughly and diligently

SUPERVISORS & EMPLOYEES

- **Improve feedback** - stimulate better feedback discussions; recognise achievement
- **Improve planning** - support employees to create detailed action and development plans
- **Be proactive** - deal with progression challenges before they become a negative

HUMAN RESOURCES

- **Identify top talent** - identify and implement talent management programs and practices
- **Improve compliance** - actively manage compliance to ensure timely and effective completion
- **Manage risk** - reduce financial and reputation risk exposure from poor performance management practices

PRODUCT FEATURES

- **Customisation** - tailor your PMS to match assessment methods
- **Branding** - brand your PMS with your firm logo, livery and language
- **360° feedback** - gather contributor feedback quickly and easily
- **Goal alignment** - tailor employee goals by role or group
- **Materials Bank** - incorporate Materials Bank content
- **User portal** - manage performance from a personal user portal
- **Admin portal** - manage user accounts, drive compliance and report back to the firm
- **Single Sign On** - provide easy user access with Single Sign On
- **Security** - secure hosting, daily data backup, encryption, 24/7 monitoring
- **Support** - train the trainer programs, user manuals and online support
- **Systems integration** - streamline reviews by importing HRIS and practice management data
- **LMS integration** - execute learning goals with the SkillsScorecard LMS
- **Annual updates** - regular software updates

PRODUCT ESSENTIALS

PRICING

Firms pay an annual license fee, based on the number of users. Licensees receive generic software updates, firm-specific updates and ongoing access to training and support. An additional fee may be charged where significant customisation is required.

CUSTOMISATION & CONFIGURATION

SkillsScorecard can be customised to match the firm's preferred review methodology. Competency, goal, learning and communication data can be configured, along with terminology, colors and logos.

SOFTWARE INTEGRATION

Data can be imported from most HR management systems and practice management systems to SkillsScorecard. Practice management data allows integration of accurate and up to date information about employee financial performance.

SECURITY

SkillsScorecard is hosted on externally managed dedicated servers. Security measures include data backup, communication encryption, 24/7 monitoring and incident response.

SUPPORT

SkillsScorecard offers a range of support packages that include 24/7 email or telephone support, a dedicated support site with manuals, online tutorials and advice.

SKILLSSCORECARD

SkillsScorecard builds, tailors and implements performance and learning software systems.

Our clients are law firms that are actively engaged in the global war for talent. They use SkillsScorecard to improve feedback, clarify career pathways and improve career development and learning – all key elements in the ongoing challenge to attract and retain top talent.

Our clients are also dealing with increased client demands for value, competition from new sources, regulatory change and the ongoing profit imperative. SkillsScorecard assists firms to improve productivity, reduce business and professional risk and accelerate skills development.

GET IN TOUCH

To contact us you can email info@skillsscorecard.com or call +61 3 9016 3755
Visit www.skillsscorecard.com to find out more about what we can do for your firm

