

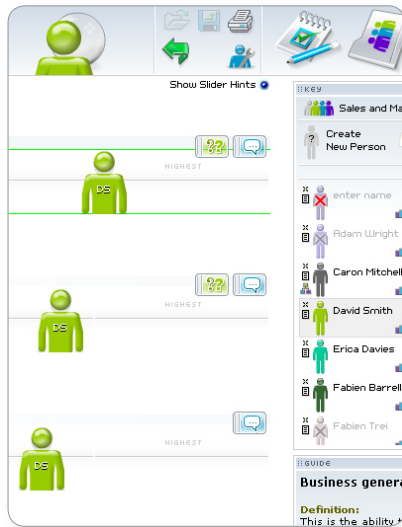
# Sonar6: the only graphics-based performance management system

## Sonar6 is different.

Sonar6 isn't a bunch of tired HR forms put online! It is the result of understanding what managers, employees and businesses really want from a performance management system. You won't find these features elsewhere...

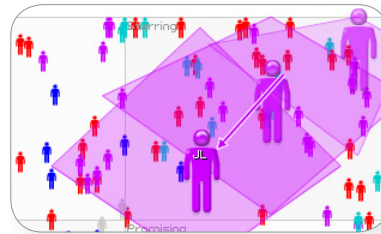
## Graphics-Based

Sonar6 is the originator of graphics-based performance management. Sonar6 is easier to learn, less ambiguous, and much more fun to use.



## Simple Sharing

Because Sonar6 performance reviews are done online, it is easy to share completed reviews with staff, managers or HR.



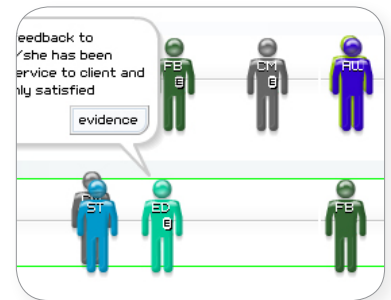
## Helicopter View

Sonar6 takes the information captured in individual reviews then combines it onto a map of performance vs potential covering the entire organization.

Review the whole business at a glance, or drill down for details on divisions, teams, or individuals.

## Flexible Workflow

If you have a team of 6 people, you can go through one at a time and write each one a performance review... or you can do them all at once. Sonar6 lets you look at an individual factor (say leadership) then make comparisons across your team.



## Features (you won't find elsewhere)

Sonar6 has a combination of award winning features that you just won't find in any other systems. The graphics-based interface, the helicopter view and many other features are unique.

## Performance and Talent Management

Sonar6 combines performance management and talent management seamlessly. From performance reviews through to succession planning, it's all there.

## Proven ROI

Sonar6 is used by great businesses in the US, UK, Australasia and Asia, ranging from 10 person professional services firms to 10,000 person mega retailers... and they are getting great ROI.

## Easy Implementation

Do it your way... or ours. Customising and deploying Sonar6 is a breeze. Sonar6 can be rapidly configured to be relevant to your industry and your business.

## It... Just... Works

Access to Sonar6 is via your browser so there's no software to download (or become obsolete in a matter of months!) Security and privacy are industry-leading.

## Straightforward Pricing

There is an annual fee that is calculated based on the number of people profiled on the system, and there may be an up-front charge for setting it up. No surprise charges. Ever.

## Using Sonar6...

### Performance Reviews

Create great staff performance reviews covering: performance against objectives, competencies, and development plans. Share completed reviews online, or print them.

### Self Appraisal

Employees can input into their reviews, see the goals that have been set for them, and contribute to their own development plans.

### 360°

Gather input directly into a performance review from other staff, colleagues and even customers.

### Succession Planning

Identify key people and critical roles.

### Organisational Strengths and Weaknesses

View histograms for each competency measured.

### Admin Tools

Schedule assessments. View completion levels. Send email reminders.

## Sonar6 is easy to tailor to your business

How your organisation defines great performance is an essential part of what makes it unique... so every implementation of Sonar6 is also unique. Some of our clients have already spent many hours building models for reviewing staff, some have never even thought about it; either way our approach to customization will get you up and running painlessly.

### Quick Start

Choose a setup for your company and your kinds of roles from our pre-defined models.

Start using it!

### Full Custom

Guided Discovery: Define factors relevant to your organisation to measure with Sonar6

Choose tags (like pay band or location) for filtering and cutting data

Quickly pilot with a few key people and refine

Select process options like self appraisal and 360° survey

Import data and build links to payroll, HRIS

Custom training, user communications

Start using it!

### SaaS

Sonar6 is a true Software as a Service (SaaS). This means that we host the application and your data on our servers. You access it via the internet. Simple!

### Desktop Requirements

Sonar6 runs in a browser (like Internet Explorer or Firefox). There is no software downloaded to your machine (and hence almost zero IT footprint!) To run Sonar6 all you need is the Flash 7 or above plug-in for your browser, and a monitor running 1024x768 or above.

### Security

Sonar6 utilizes some of the most advanced technology for internet security available today. When you access our site Secure Socket Layer (SSL) technology protects your information using both server authentication and data encryption, ensuring that your data is safe, secure, and available only to registered users in your organization.

### Your data is completely inaccessible to anyone else.

In addition, Sonar6 is hosted in a secure server environment that uses a firewall and other advanced technology to prevent interference or access from outside intruders.

## Sonar6 pays for itself many times over...

### Retention

The cost of losing key staff is huge. The loss of intellectual property and experience (often to a competitor), the cost of recruiting a replacement, and the long term disruption caused, means the real cost is often greater than a year's salary. Sonar6 identifies key talent quicker, and helps you build great retention plans. If Sonar6 helps you retain one more top person a year... well it's probably paid for itself many times over.

### Engagement

Sonar6 helps you get the best out of your staff. The simple yet in-depth Sonar6 performance review helps managers and employees have better conversations, set clear expectations, and build useful development plans. The result? Better staff engagement. A 5% increase in performance across your whole employee base is probably as big a gain as retaining that one star performer.

### Addressing Poor Performance

Managers spend a staggering amount of time on problem staff; time that could be much better spent developing the solid performers and building the business. Sonar6 identifies poor performance quickly, so that it can be dealt with quickly.

### Succession

Sonar6 identifies critical roles and key people, so that you can build succession plans and start developing the right capabilities within your employee base. When key people move on, roles can be filled with less disruption, and all the associated costs.

### Snappier Process

Performance reviews are a requirement of most businesses. Sonar6's unique visual approach reduces the amount of time taken to create a great performance review, and because it is online it automatically collates everything for management and HR review. Saving time is saving money.



[www.sonar6.com](http://www.sonar6.com)

phone +64 9 303 3387 fax +64 9 303 0104  
43 Sale Street, Auckland 1010 New Zealand