



Releasing The Power Of People



Driving your business through  
improved individual performance

# Put Xcelerator At The Heart Of Your Performance Management Process

- Xcelerator is a complete online performance management system designed to empower managers and employees to improve individual and organisational performance.
- Xcelerator facilitates self-awareness and encourages individuals to self-assess and self-develop; a highly desirable situation for successful organisations.
- Xcelerator users have 24/7 online access to the detailed competency profile for their role, providing greater accessibility than with a paper based system.
- Xcelerator provides a secure online repository for storing real-time behavioural evidence. Users can add evidence on an ongoing basis, either directly online or via text messaging from a mobile phone.
- Managers can add their own observations to the repository of their direct reports at any time.
- The Xcelerator evidence repository makes performance reviews factual, focussed and structured.
- 360 degree appraisals can be initiated to complete the evidence picture.

Developed by Work Psychologists who specialise in development and appraisal

# Best practice in personal development and performance appraisal

- Xcelerator makes building and tracking a better quality Personal Development Plan quick and simple.
- Annual business objectives for each user can be stored and the progress made against each objective tracked.
- Xcelerator promotes personal ownership of development by using self-rating as the starting point of the appraisal process.
- Managers then add their own ratings for each of their direct reports and differences between scores are identified.
- A comprehensive reporting suite provides high value business information including Training Needs Analysis and Workforce Effectiveness Reports.
- Xcelerator makes it easier to identify future talent and helps succession planning.
- Performance and competence outputs from Xcelerator can increase the effectiveness of your development and selection process.

New features are being planned  
and added all the time

# The Business Case For Xcelerator

- The difference in value between high performers and average performers is between 40% and 70%.
- The link between higher self-awareness and better performance has been shown in numerous studies.
- A series of small gains can have a big impact on work performance.



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