

A ValueView® individual report contains:

1. the efficiency opportunity (profitability) of each task performed
2. a detailed recommendation for each of the evaluated tasks
3. The report helps employees to prioritize their tasks, to focus on those most profitable for the organization and to gradually eliminate the least profitable ones.

The consolidated ValueView® Report contains:

1. the profitability of each position evaluated
2. requisition for full time employees for each position
3. suitability of the jobs to the company's needs
4. a recommendation

The report helps you to compare the different positions of your organization, their profitability and the value they contribute to the organization.



The ValueView® offers a **wide spectrum of business applications:**

- Performance Management
- Optimization of the organizational structure
- Measuring the value of “unmeasurable” tasks
- Job Modelling and Evaluation
- Employee engagement and self-control system
- Participative management, self-managing organizations

ABOUT THE AUTHOR



Robert Reinfuss
 Founder of ValueView
 Innovator and Expert in Performance Management

Robert Reinfuss is a business consultant in the area of HR management, a management practitioner and the author of many books. He specialises in strategic HR, management systems, techniques for improving work efficiency and in payroll policies. He has been a personnel director since 1999. He is the author of books on management: *Rynek celów. Zwrot z inwestycji w HR*, published in 2012, and *MBO prosta skuteczna technika zarządzania Twoją firmą*, published in 2009. The latter is the only Polish-language textbook on management by objectives (MBO). He is the originator of the Market of Objectives™ management method and the ValueView® profitability measurement methodology. He has degrees in sociology from Jagiellonian University, Oxford University and the Chartered Institute of Personnel and Development (CIPD) in the United Kingdom.



For more information about **Persona GLOBAL®**, Inc.'s metrics and methodologies, please contact info@personaglobal.com or visit www.personaglobal.com



ABOUT Persona GLOBAL®

Persona GLOBAL® is a worldwide provider of assessment tools and methodologies for corporations facing challenges in change leadership, communication, organizational alignment, sales, customer service and management. **Persona GLOBAL®**, Inc.'s metrics and methodologies are currently available in 72+ countries; its programs have been translated in up to 38 languages. More than 1,700 certified **Persona GLOBAL®** practitioners around the world serve their clients as strategic business partners.

Corporations that have benefited from Persona GLOBAL® Programs include:

- BMW
- Mitsubishi
- Disney
- Coca-Cola
- Hitachi
- Applied Materials
- Dell Computer
- IBM
- Alcatel
- Motorola
- British Airways
- Japan Airlines
- Credit Suisse
- American Express
- SONY Music Entertainment