

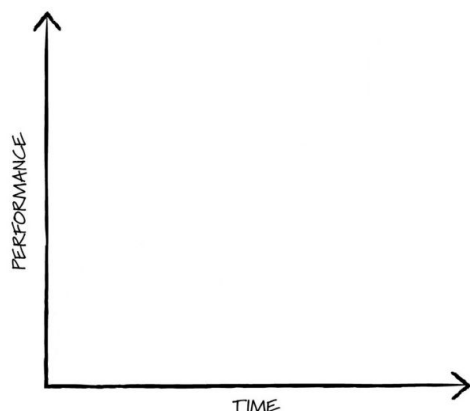
Brent R. Tilson

ForbesBooks Author of *Go Slow to Grow Fast: How to Keep Your Company Driving and Thriving in a Fast-Paced, Competitive Business World*

Founder and CEO of Tilson, providing a workforce management solution for services related to HR, payroll, benefits, compliance, risk management and employee development.

1. LifelineSM

Performance and Time



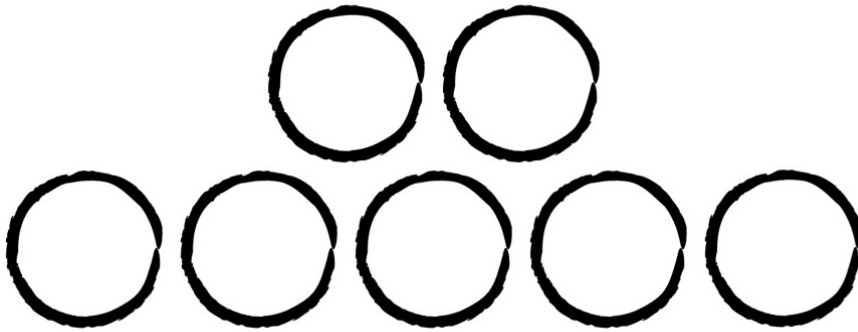
2. Organizational Effectiveness

Accounting							
How reliable is the accounting system to provide accurate information	Unreliable with frequent mistakes	1	2	3	4	5	Complete and accurate
How relevant and timely is the financial information	Lucky to get once a year	1	2	3	4	5	Always on time
How integrated is the system with general ledger, accounts payable, accounts receivable, fixed assets, invoicing, etc.	Not integrated. Using multiple systems	1	2	3	4	5	Fully integrated system
How easy is the system to understand and use	Need a "for dummies" instruction guide	1	2	3	4	5	Very intuitive and simple
How accessible is the system	Only on one computer	1	2	3	4	5	Cloud based - get to from any browser
How scalable is the system for future growth	Only one user allowed	1	2	3	4	5	Fully scalable
How well does the accounting system support the business need	Barely sufficient	1	2	3	4	5	Full operational and department support

Information Technology							
How well does the IT systems support the business needs	Barely sufficient	1	2	3	4	5	Fully integrated and supportive
How reliable is the IT system to be available and operational	Frequent down times	1	2	3	4	5	99.9% up time
How relevant and timely is the data for decision making	Always to late	1	2	3	4	5	Always available and timely
How easy is the system to understand and use	Need a "for dummies" instruction guide	1	2	3	4	5	Very intuitive and simple
How accessible is the system	Single geographic location	1	2	3	4	5	Unlimited geography and devices
Are the systems and software industry and market leaders	Using one-off or old platforms	1	2	3	4	5	Using established industry standards
How scalable is the system for future growth	Less than 5 users and limited capability	1	2	3	4	5	Unlimited users and capacity
How secure are our systems	We all use "password" as our password	1	2	3	4	5	Fort Knox would be envious

Human Resources							
How well does HR align with our specific business needs?	Misaligned with business needs	1	2	3	4	5	Perfectly aligned with business needs
Is the HR system user-friendly and easy to navigate for both HR staff and employees?	Complex and inefficient	1	2	3	4	5	User-friendly and intuitive
Does the HR system provide accurate and timely data for decision-making purposes?	Outdated or inaccurate data	1	2	3	4	5	Accurate and timely data
How integrated is the HR System with new hires, benefits enrollment, payroll, PTO, life change management, and performance management?	Not integrated with multiple systems and software	1	2	3	4	5	Fully Integrated
Can the HR system effectively handle our employee data management, including payroll, benefits, and attendance?	Inadequate employee data management	1	2	3	4	5	Efficient employee data management
How secure is the HR system in terms of data privacy and protection?	Weak security measures	1	2	3	4	5	Strong security measures
Does the HR system have the ability to generate comprehensive reports and analytics?	Cumbersome reporting and analytics	1	2	3	4	5	Seamless reporting and analytics
How effective is HR at ensuring employer compliance with relevant laws and regulations?	Waiting for a lawsuit	1	2	3	4	5	Full protection/sleeping peacefully
What level of customer support and training is provided by the HR system provider?	Minimal support and training	1	2	3	4	5	Excellent support and training

3. Corporate Dashboard



Notes:

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To learn more, visit www.brentrtilson.com/assessment and take the business assessment to find out if your company is prepared to grow fast.

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