

# Background

IPO Consulting is a company based in King Williams Town in the Eastern Cape (South Africa). We are very passionate about **Innovation, Performance Management** and **Strategic Management**. We have developed an Automated Business Aligned Strategy (ABAS) that uses a balance scorecard approach and a Top-Down-Bottom-Up approach to bridge the gap between the Business, Business Units and Employees, to promote team cohesion by aligning the different business units and employees in the organization and ensure all employees are working towards the same goal.

# ABAS Benefits

- Ensures that all Employees are working towards the same goal
- Monitor Actual versus planned business and business units performance
- Informs Management when employee, business units and business performance is below the accepted level.
- Employees performance automatically updates Business Unit and Business Performance
- Map employees contribution to the business unit and business strategy
- Auto generate reports on employees scoring below 3 on a KPA sent to the manager or supervisor for intervention.
- Generate monthly assessment reports
- Generate annual employee assessment report that can be used to pay performance bonus