

## 1) What is the one big problem GroSum is trying to solve?

How to make employees perform, stay engaged & retain them

## 2) Whose problem is it?

CEOs for whom employees are key to the service offering, like a Consulting, IT Services, BFSI player.

## 3) Why is it a problem?

Skilled workers are always in short supply while demand for talent is perennial. In such times, getting the right people, keeping them engaged & making them perform is critical to the success of the company.

## 4) How is GroSum solving the problem?

GroSum delivers employee performance monitoring, instant feedback & rewards' recommendations in a simple, transparent, cost-effective way that leads to improved employee engagement & retention.

With GroSum, you can

1. Set clear performance goals & priorities
2. Follow through.
3. Reward the doers.
4. Identify people's development & coaching needs.
5. Inspire trust through fairness & transparency.

## 5) How is GroSum different from other Performance Management suites?

GroSum integrates with ERP, CRM & transactional systems to auto-score measurable goals, thus removing subjectivity of reviewer ratings.

Auto recommendations of Rewards -increment & bonus, are performance linked & budget driven.

Give/Get Instant feedback to/from anyone anytime and can be linked to performance measures.

Integrate LinkedIn recommendations & feedback on eMail to have a common repository available at the time of review.

Score & weigh everyone's opinion – include 360° Feedback as part of overall Performance Scores – Normalize to remove bias & Grade to categorize performance.

and more...

## 6) Why would I pay for GroSum?

Beyond the obvious strategic benefits, GroSum also delivers significant cost & time savings in terms of process efficiency, documentation and reporting.

Companies can also invest these freed up resources (time & cost) in more value-creative activities.

GroSum charges just a nominal amount in comparison to the value thus delivered or freed up.