

INTRODUCING

RealSkills

Improving People  *Performance*  *Profits*

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Introduction

“When Performance is measured, performance improves.” Thomas S. Monson

The RealSkills mission is . . . *to enable employees everywhere to realize their value and where they can improve performance.*

We believe when performance is measured performance does improve. We also believe that employees want to know where they stand in their jobs and they want to know the areas where they can improve. We have seen this knowledge empower employees and make them more positive, more productive and safer. As they become more productive, and perform their jobs more safely, you have an increased benefit to the bottom line.

This product will assist you in documenting every job and employee in your business. We have seen an improvement in employee’s performance on the job by 10 to 25%.

Product Detail

RealSkills allows managers to document job roles by the tasks and skills required to perform the job. Then, each employee can be evaluated based on how strong their skills are in each specific area. What you get out of the exercise using the RealSkills system, as an employer, is a “grade point average” for each employee in their job, and areas where your employees need to focus to improve. The system provides a “yard stick” by which management can accurately and fairly evaluate each employee in their job. The screen image below shows the employee evaluation form of the RealSkills system.

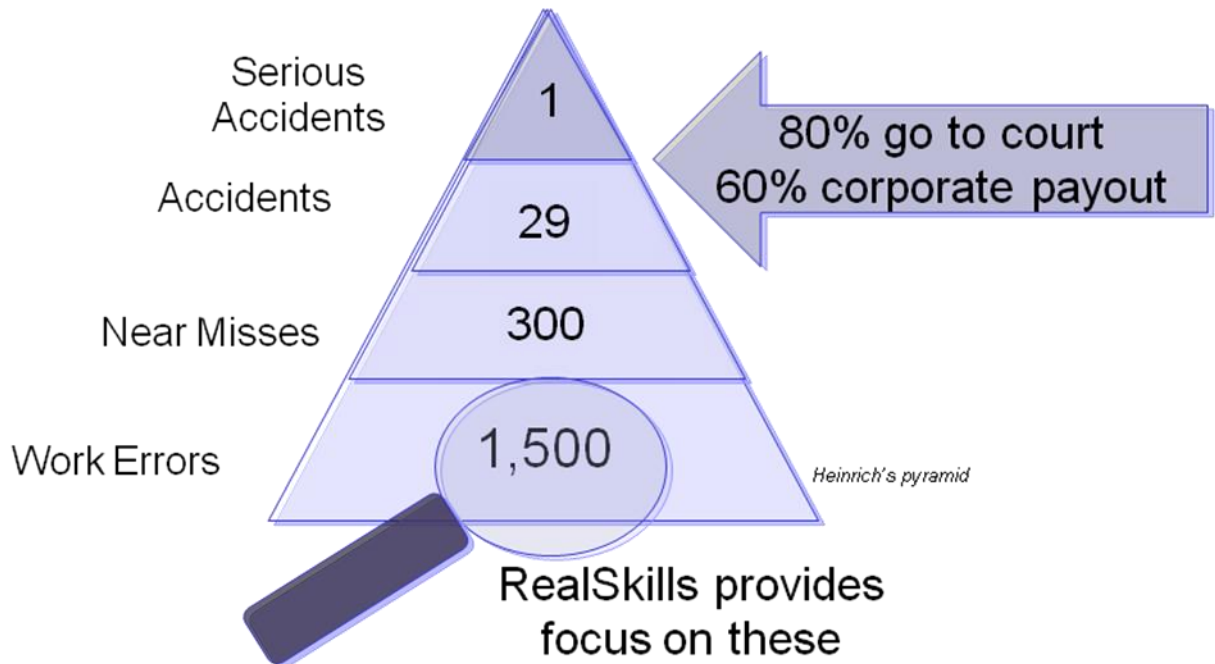
Employee : Evaluation			
Employee: Bob Griese			Date: 2/11/10
Role	Task	Skill	Level History
Greaser	Start Motors	Ensure Oil and fuel are at proper levels; ensure safe footing and walkways are clear	3.306 3 2.78 2.13
		Ensure heater has been working properly	4.00 3.50 3.00 2.00
		Set fuel on, check guage and trouble lights, clear personell and start motors	3.00 2.50 2.00 1.00
		Allow motors to warm, and set throttle at crusher RPM	3.00 3.00 3.50 3.00
		Monitor guage and pressure during operation	3.50 3.00 3.00 3.00
	Monitor Belts and feeders	Monitor guage and pressure during operation	3.30 3.00 2.50 1.00
		Monitor belts on the secondary feeder	3.00 3.00 3.00 3.00
		Periodically check the rollers and belts for wear	3.50 3.00 2.00 1.00
		Adjust the rollers to ensure the belts are tracking on center	3.50 3.00 2.00 1.00
	Grease Primary Crusher	Grease main track rollers	3.00 3.00 3.00 2.00
		Remove debris from primary track	3.30 3.00 3.00 2.00
		Grease shaker arms	3.50 3.00 3.00 2.00

The RealSkills system is a web-based application hosted by RealSkills in a 128 bit secure socket environment. Users login with a secure username and password, and are only allowed to see the job descriptions and employees they own. No employee data other than their name, job descriptions and ratings are stored. The data is stored in a SQL database. Custom reports can be provided to allow a variety of data analysis; such as a list of skills being performed below a “3” average for targeted training.

Benefit

The following graphic shows *Heinrich's pyramid*. In 1931, H.W. Heinrich, a respected safety pioneer, reported on a study of accidents that he classified according to severity. Heinrich's report showed that for each serious-injury incident, we could expect about 29 minor injuries and 300 near-miss or property-damage incidents.

In 1969, the Insurance Company of North America conducted a subsequent and more thoroughly documented study using more than 1.7 million incidents reported by nearly 300 companies in 21 industrial groups. That study revealed a similar pattern with slightly different ratios. For each serious injury, there were 10 minor injuries, 30 property-damage incidents and 600 near-miss incidents that resulted in no injury or property damage.



The RealSkills product is used to document the safety measures at the job step level. You have a tool to remind and measure employees through the evaluation process on the importance of safety; thus reducing the work errors, and reducing serious accidents.

The following are additional benefits provided by this product:

- Areas of weakness are identified creating clear points for improvement.
- Training dollars are focused.
- Documents job for understanding by all (e.g. peers, employee, etc.)
- A consistent "yard-stick" is provided for employee evaluation.
- Provides document of issues for future action.

It is not unusual for companies to report a full return on investment within the first year of implementing. We will be happy to assist you with your own analysis.

Please visit our website at www.realskillsweb.com for details and contact information.