



By HR Footprints

A Game Changer to Measure Performance Accountability at Workplaces

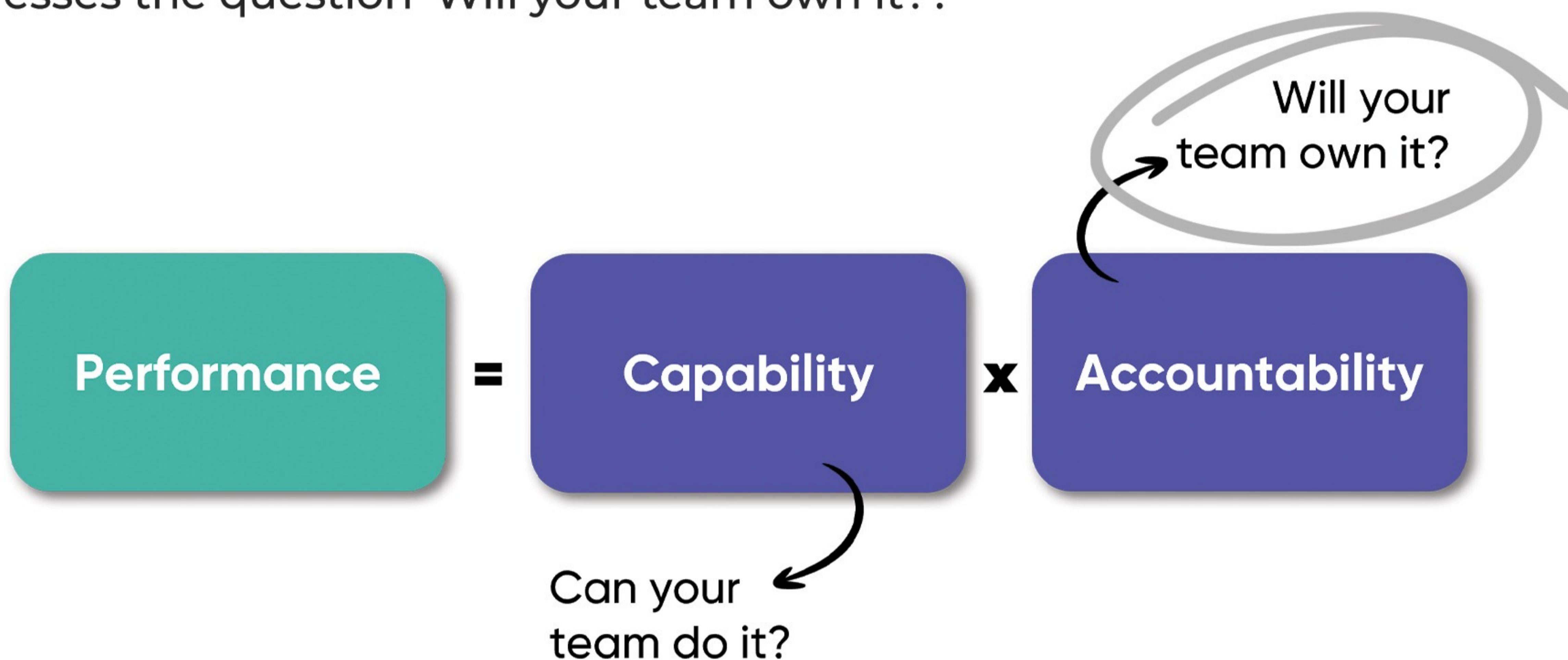


A Research
Based Product of
HR Footprints®
Simplifying Excellence

Performance = f(Capability, Accountability)

After extensive research over the years and our interactions with thousands of leaders and organizations, we found that performance is based on two key components: capability and accountability.

Capability answers the question 'Can your team do it?', while accountability addresses the question 'Will your team own it?'



In our experience of working with over 300 organizations globally, we identified accountability as the key differentiating factor between a high performing organization and a low performing one. While both capability and accountability are challenges worth addressing, our findings revealed that deeper dive is required within organizations towards accountability.

Where does your organization fall in the CA Matrix?



How accountable is your organization?
Measure with nPAS.

Net Performance Accountability Score (nPAS)

**nPAS is a tool to measure
the level of accountability
at your organization.**



5 Drivers of Accountability

Using 5 drivers, this score will be indicative of the extent to which key positive behaviors are being demonstrated, along with the effects of possible negative behaviors that could be hampering accountability levels.

01 Leader

.....

02 Culture

.....

03 Person

.....

04 Process

.....

05 Consequence

.....

Complex Analysis Simplified by nPAS



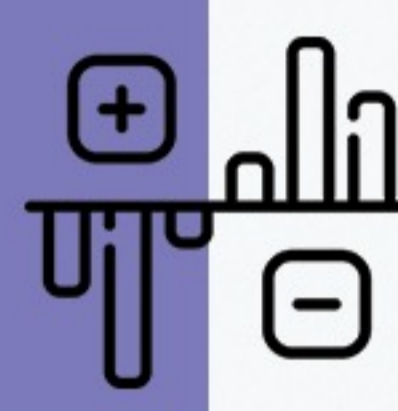
nPAS survey is completely online; easy to administer globally



nPAS offers spotlight on positive behaviors promoting accountability & negative behaviors hampering accountability



nPAS offers rich analysis across 30+ accountability elements *(with the basic report)*



Every nPAS element is measured in the scale ranging -100 to +100; making it easy to track, compare and benchmark



nPAS gives in-depth demographic sliced analysis *(with the advanced report)*



Insights from nPAS aid in key managerial and organizational decisions

To measure nPAS at your organization Get in Touch



+91 99631 17370



shashank@hrfootprints.com



www.hrfootprints.com/npas

