

Getting Great Execution of What Matters Most to You: FOCUS Products and Services

How Do I Keep Everyone Moving in the Right Direction – Even When That Direction Changes?

HounDog™

Keeping up with all of the commitments made by individuals in your organization, regardless of its size, can be a daunting task. HounDog™ is a web-based storehouse that provides convenient, controlled access to critical information about the strategic and operational performance of functions, teams and individuals in a single view. No more paper. No more wondering, “do I have the most current information?” And as the leader, you have a view into the performance of every individual in your organization; no secrets, no surprises.

As an individual, you can see how others on your team are performing against their commitments and objectives, and identify ways in which you can help them achieve success – without being asked. As a team leader, you have a view into how your team is performing collectively and as individuals, how peer-level teams are doing, and likewise for others in direct line to you vertically through the organization. As the business leader, you can see it all.

As the business leader, you have the ability to drill down and check the status of any division, department, function, team or individual in the organization. Look at summary statistics or detailed breakouts of performance, at your choosing, sorted the way you want to see it (by due date, checkpoint status or owner).

After all, you are the leader.

Your Company Name

Phil Patterson (Managing Director) - Selection Screen

[Phil Patterson \(Managing Director\)](#)
[Rob Shift \(Director of Consumer Products\)](#)
[Aaron Richmond \(National Sales Manager\)](#)
[John Court \(Distributor & Contractor\)](#)
[Barney Nobel \(Major Projects\)](#)
[Pat Fields \(Distributor & Contractor\)](#)
[Brian Graton \(Specifier\)](#)
[Steve Weather \(Distributor & Contractor\)](#)
[Norm Cassidy \(Distributor & Contractor\)](#)
[David House \(Distributor & Contractor\)](#)
[Chris Markson \(Distributor & Contractor\)](#)
[Henry Partman \(Specifier\)](#)
[Mark Torino \(Distributor & Contractor\)](#)
[Gary Carson \(Distributor & Contractor\)](#)
[Trevor Snow \(Marketing Manager\)](#)
[Karen Zimmer \(Customer Service\)](#)
[Ariel Lewis \(Retail Customer Service Rep\)](#)
[Michael Doorman \(Senior Editor\)](#)
[Grace Blain \(Warranty Coordinator\)](#)

HounDog™ tracks measured performance against objectives and uses status codes (green, yellow and red) to allow you to scan quickly and assess whether items are “on track”, “at risk” or “off track” and focus in on those that require attention. Likewise, actions and tasks that are approaching or have passed their target completion dates can be highlighted.

John Smith logged in. [Log Out](#)

FOCUS MANAGEMENT
[Change Password](#)

Item successfully updated.
[Back to ABC, Inc Selection Screen](#)

Show Items By: [Output Order](#) [Date](#) [C1](#) [C2](#) [C3](#) [Owner](#)

Viewing Items by Output Order
Director, Sales & Marketing Team

John Smith (Director, Sales & Marketing)

Meeting	Type	KRA / Success Metric	Objective / Task	Owner	Due Date	C1	C2	C3	Results to Date	AL	Action
Senior Team	Objective	1.1 Pricing consistency among the same product group & effective to the local market	1.1.1 Informal survey with Agents (Are we improving?)	John Smith	2011-12-31	O	O	O			Update
Senior Team	Task		1.1.1.1 Product line pricing review	John Smith	2011-12-31	O	Y	O			Update
Senior Team	Task		1.1.1.2 Complete training for Software	John Smith	2012-01-31	Y	R	O			Update
Senior Team	Objective	1.2 Best-in-class responsiveness	1.2.1 Informal survey with Agents or customer satisfaction (Monthly meeting review Agent feedback – service is improving)	John Smith	2011-12-31	Y	R	R			Update
Senior Team	Task		1.2.1.1 Map the business flow process	John Smith	2011-12-31	O	O	O			Update
Senior Team	Task		1.2.1.2 Revised process completed	John Smith	2012-01-31	O	O	O			Update
Senior Team	Task		1.2.1.3 Implement approved process	John Smith	2012-03-31	O	O	O			Update

Conversations about performance can be far less casual, far more focused on critical items, and far more effective at making the right things happen.

With HounDog™, individuals are accountable not only for delivering results, but for keeping their performance status information up to date. Frequent updates keep the most important “to do” items (actions, tasks and objectives) top of mind for everyone – and further increases the likelihood that critical priorities get the attention and focus they deserve while other, less important and urgent tasks are handled appropriately.

Which, in the end, is the whole point.