

How **rpPaq™** works and benefits, with typical deployment options  
*gaining what you seek from your workforce with greater efficacy*

Creates/Sustains

Benefits

Deployment

*shared foundational*

**THOUGHT**

*by all parties*

*Propels work based upon your work quality factors  
Enables more accurate, complete & shared points of view  
Provides common language & organizing principles  
Purges toxic, inhibiting, limiting & incorrect viewpoints  
Provides realistic, universal structure for good work  
Reveals shared responsibilities for work quality  
Prevents entitlement, acrimony & self-centeredness*

*forthright, continuous*

**EXPRESSION**

*from each party*

*Creates structured, periodic communications  
Facilitates bi-directional understanding  
Desensitizes tough subject matter & issues resolution  
Enables critical worker-management collaboration  
Offers work clarity, "voice" & precipitates dialog  
Offers alerts & causes for timely respective remedies  
Improves top to bottom information exchange  
Prevents assumptions & misunderstandings*

*enabling, empowering*

**KNOWLEDGE**

*for each party*

*Provides continuous, accurate awareness  
Provides mission-critical workforce metrics  
Enables & tracks agreement for respective accountability  
Provides personal & collective analytics  
Provides work role lifecycle knowledge management  
Provides baselines & references for better work role design and strategic hiring improvements*

Hierarchal Downward

Hierarchal Upward

Process-based, or components sequencing

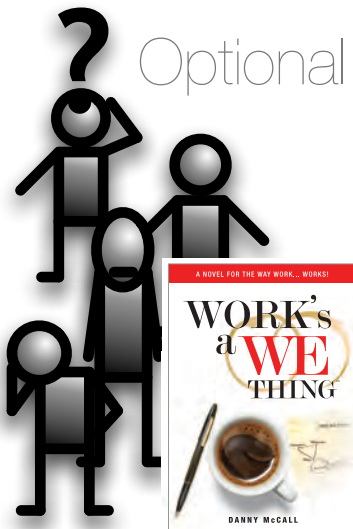
Situational Insertion (positive or negative issues)

Insertions for viral spread (fire-starting)

Combinations and hybrids of these

# Orientation

# Illumination



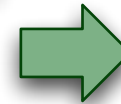
Initial book distribution:  
encouraged, preferably  
with tailored "wrapper."



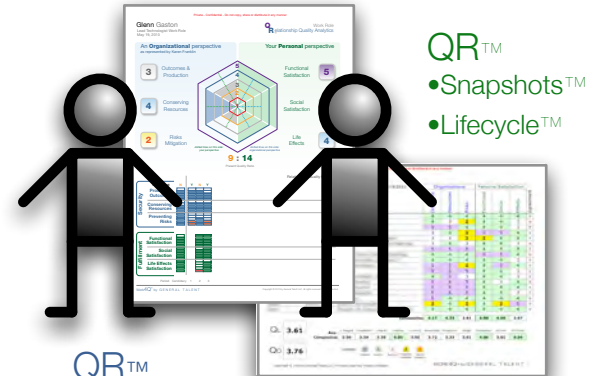
## Discussion



Conveying organizational intent,  
initiating constructive points of view,  
seeding reliable organizing principles  
and purging toxins... to the benefit of both parties.



**rpCamera™** automated monthly



QR™  
•Snapshots™  
•Lifecycle™  
•rpAnalytics™

# the rpProcess™

**rpPaq™**

Better work within better lives

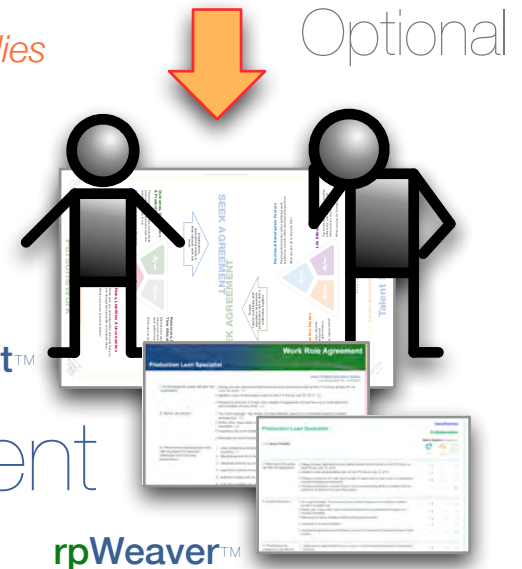
GENERAL TALENT All right reserved 2010 U.S Patents

Whenever remedies  
or improvements  
are desired...

## Dialog

## Agreement

**rpMat™**



[Explain this to me](#)

Snapshot <sup>™</sup> 7/19/2010

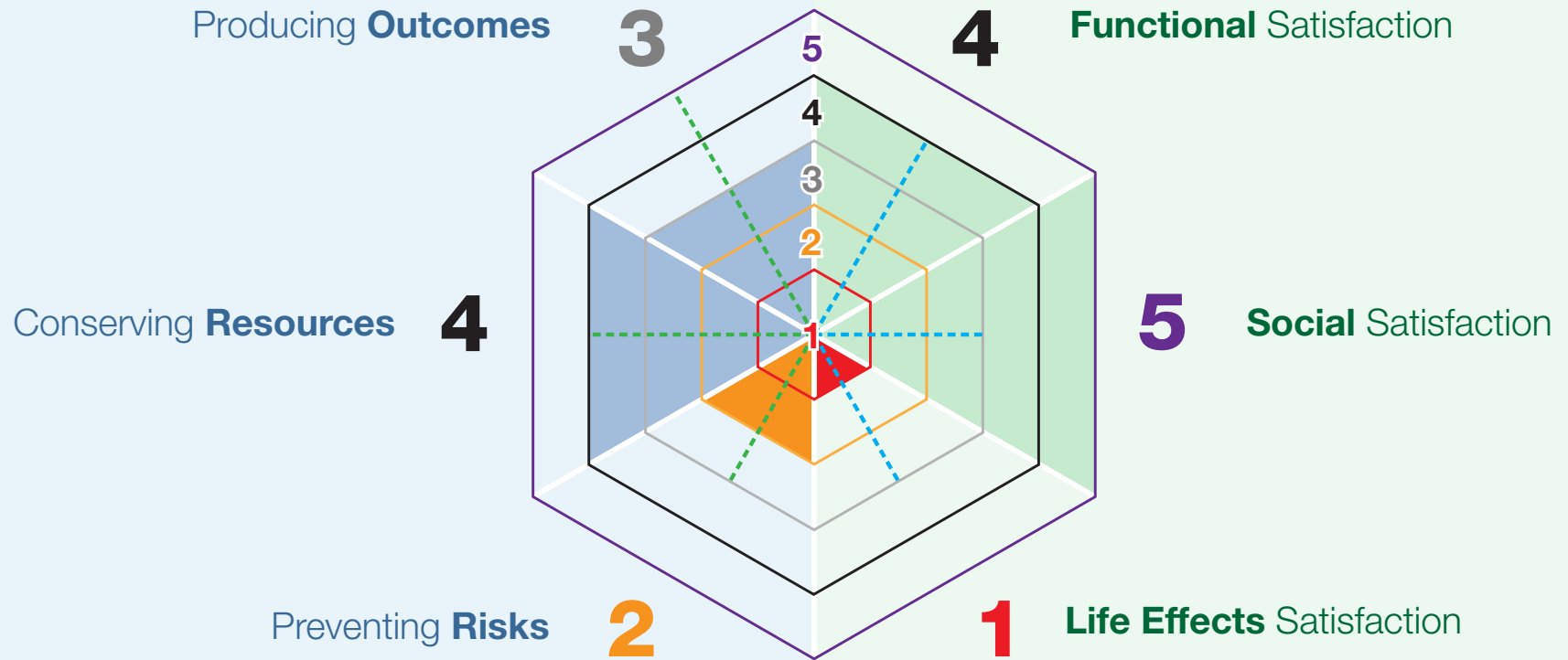
Work Role: Lead Technologist

From: Karen F.

Glenn Gaston

**Organizational** perspective ?

**Personal** perspective ?



Present rpThreshold Ratio = **7 : 9** ?

Hide Personal ASSUMPTIONS

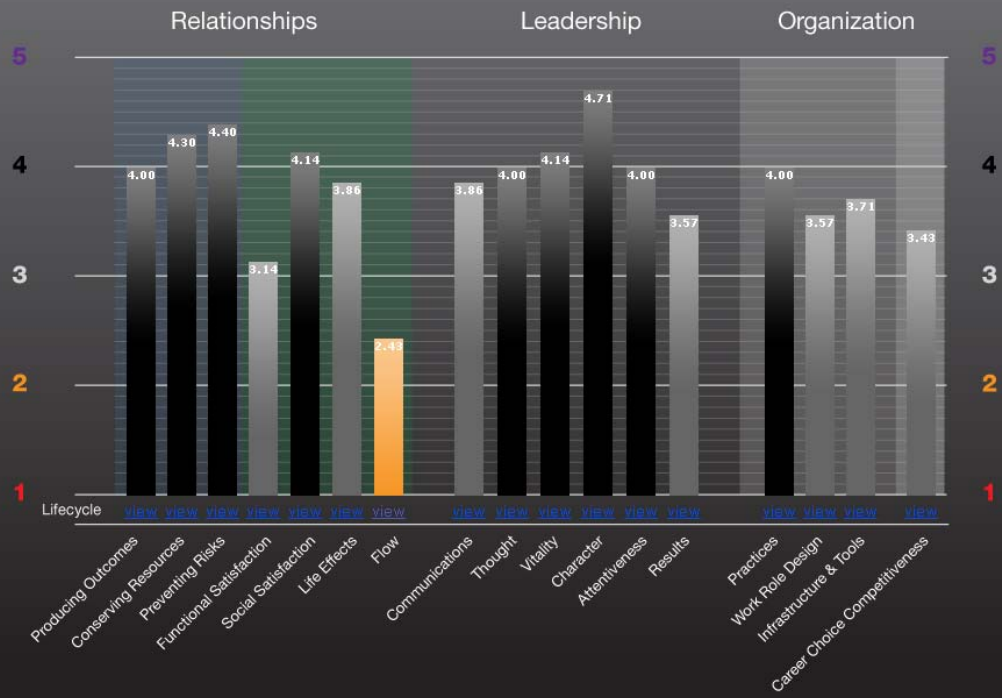
Hide Organization ASSUMPTIONS

[Begin/setup another relationship.](#)

[Want to improve your QR? Here are the recommended steps.](#)

[Go to your Dashboard](#)

Group: Total Participating Census



# America's HR Solutions


## \*\* rp Camera \*\*


rpCamera™


Glenn, please express your perspectives by selecting the buttons below for:


Work Role: **Lead Technologist**

Candidly share your **work experiences** over the last month:

 Social Satisfaction ?


 Functional Enjoyment ?


 Life Effects ?


 Flow Status ?

Learn more about a fulfilling work role experience in chapters 9 and 10

How do you believe you've **performed over the last month** compared to organizational expectations?

 Producing Outcomes ?


 Conserving Resources ?


 Preventing Risks ?


Learn more about security in chapters 7 and 8


Candidly share **other factors** affecting the quality of your work experience over the last month.


How well did **your leaders and supervisors collectively** perform in these areas?


 Communications ?

 Thought ?

 Energy ?


 Substance ?


 Attentiveness ?


 Results ?


**Don't worry.** We're not going to share what you personally enter in the 10 areas below. ?

How well did the **organization's design** enable your work?

 Methods ?

 Work Design ?

 Infrastructure & Tools ?

 Career Competitiveness ?

[Create Snapshot](#)

The information you input will not be revealed to the other party until they provide their information

“everyone knowing where they stand in less than two minutes a month!”

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