beacon, by mercanix

Leadership Transformation Software

Functional Overview

Clear Direction, Precise Measurement & Enterprise-wide Transparency

Quickly and easily define, share and collaborate around the enterprise's most important strategic Objectives and Key Results across the company, or only with the leaders you designate.

Company Objectives & Key Results

F **Objective**   # **Key Results** ◉ **Supporting Key Result**

			Starting	Cur
Increase Profits	#	**% Profit Growth**	0	

FIN — **Increase Profits**   Increase FY14 Profits to new high

% Profit Growth #   Grow FY14 Profits by 15%

Product Profit Growth ◉   Increase Product Profit growth to 20%

Service Profit Growth ◉   Increase Services profit to 9%

			Starting	Cur
Customer Satisfaction	#	**Net Promoter Score**	40	4

Consistency, Discipline & Accountability

Consistently capturing the right data ensures everyone can understand, support and collaborate with the highest levels of effectiveness.

Company Objective Detail

Name:	Increase Profits
Created On:	06-Nov-2013 7:27 PM
Plan Type:	Financial
From:	01-Jan-2014
To:	31-Dec-2014
Objective:	Increase FY14 Profits to new high
Desired Outcome:	
Assumptions:	

Team Members

Mercanix Admin (Creator), Dalai Lama, Nelson Ro
Anita Roddick

Edit Players

Units:	Mercanix Demo

Single-source, Real-time Progress Data & Automatic Reporting

Each Key Result can be updated quickly with just a few keystrokes and is instantly updated and used in the calculation of real-time reporting across the enterprise.

Key Result Detail

Name: % Profit Growth

Short Name: (for chart) % Profit Growth

Show Tracking Chart: ☐

Goal: Grow FY14 Profits by 15%

Starting Value: 0

Current Value: 5

Current Forecast: 0

Target Value: 15

Start Date: 01-Nov-2013

End Date: 31-Dec-2014

Team Members

Mercanix Admin (Creator), Dalai Lama, Nelso
Anita Roddick

Edit Players

Units: Mercanix Demo

Context, Coordination & (just enough) Control

Developing effective plans is accomplished much more easily when you understand the context of your work and others. Coordinating multiple parties simultaneously is made possible when you each act on a single source of interdependent Objectives and Key Results.

		Status		Tools	
	✓ ◉ A⁺		ⓘ	◉	

		Starting	Current	Target	
% Profit Growth		0	5	15	

w high		–	–	0	ⓘ	Q
5%	●	33	0	ⓘ	Q
rofit growth to 20%	●	0	0		
profit to 9%	●	0	0		

View/Edit

Add/View Posts

Add Supporting KR

Cancel

		Starting	Current	Target	
Net Promoter Score		40	42	45	
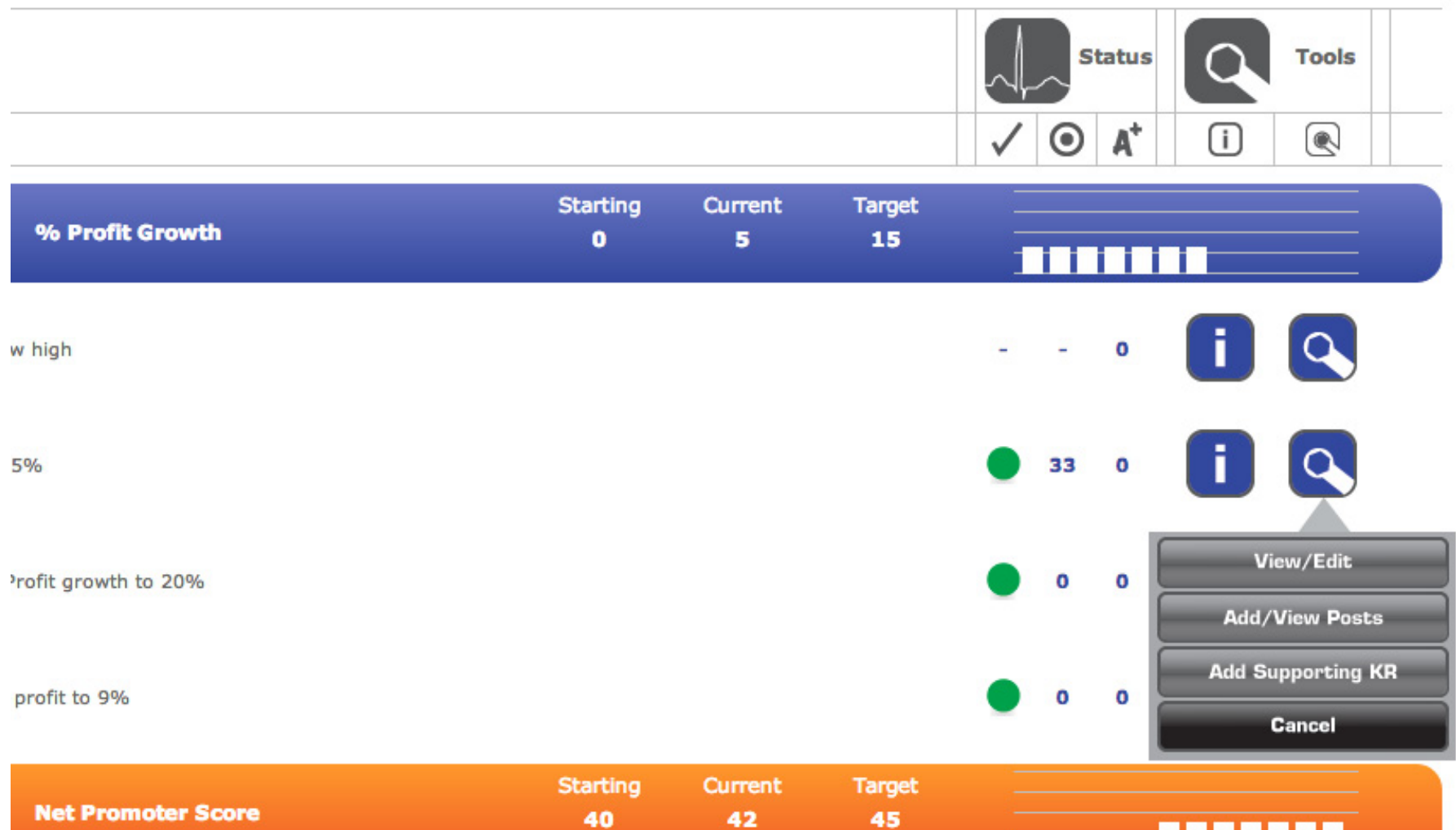
Fat-free & Focused Communication

Simply powerful communication and tracking tools ensure any personal updates and change history details are available to everyone affected.

No searching through emails or documents for status updates. It's all contextually presented and summarized in real-time.

Bottom-up, Top-down & Edge-to-Edge Input

Working within the context of the Company-wide Objectives & Key Results means Teams & Individuals can have the flexibility and autonomy to devise the best course of action and appropriate measures. By building on the organically-built plan, everyone can communicate their own plans automatically to the rest of the organization.

Filters

Type:	Objective:	Unit/Team:
All	All	All

Team & Personal OKRs

N Objectives   **1** Sub Objectives   **ii** Supporting Objectives   **#** Key Results

		Starting
Increase Profits	**#** **% Profit Growth**	0

Increase Revenues   Increase revenues for FY14 in support of the increased profit targets

Company Sales Growth   Grow total company sales by 25% for FY14

Product Sales Growth   Grow Product Sales by 10%

Distributed & Disciplined Scalability

No matter how far apart your teams and people are, you can understand what is being worked on by the people you are connected to and the progress that is being made toward both your individual Key Results, your Team's, and the Company's.

		Status		Tools
# Key Results	✓ ⊙ A⁺		ⓘ 🔍	

Profit Growth	Starting	Current	Target
	0	5	15

...pport of the increased profit targets   🟢 0   0

/ 25% for FY14

Increase Revenues

ⓘ

Objective:	Increase revenues for FY14 in support of the increased profit targets
Desired End-State:	
Why:	
Due Date:	Ongoing
Creator:	Anita Roddick
Accountable:	Nelson Rockefeller(w)
Team:	Dalai Lama,
Percent Achieved:	0
Status:	Active

Focused Execution & Sure-fire Hand-offs

Individuals can focus on those items that are most important, with full assurance that they are supporting and working to support the Company-wide plan. And when it's time to enlist the assistance of others on your team, handing the item over happens without delay and accompanied by a full history and audit trail.

From Traditional Hierarchy to Lattice & All Points Between

Organizational structure and design can evolve over time without losing and history, learning, or your people in the process. This includes supporting the way points between where you are now organizationally, and your ultimate destination.

People & Units

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Enterprise-wide Sense & Respond Support

When you have a single, real-time view of all enterprise activity being taken to further your vision, you can quickly sense and respond to changes in your market, and the needs of your people.

Listen By: **Company Objectives & Key Results**   Team & Personal OKRs   Tag   Feedback Type   Huddle Notes

Start Date:	End Date:	Objective:	Unit/Team:	Person:	
10-Dec-2012	17-Dec-2013	All	All	All	Refresh

06-Nov-2013

% Profit Growth - Nelson Rockefeller - 11/6/2013 9:10:20 PM
Start Date was changed from: '01-Jan-2014' to '01-Nov-2013'.

Net Promoter Score - Nelson Rockefeller - 11/6/2013 9:09:59 PM
Current Value was changed from: '40' to '42'.

% Profit Growth - Nelson Rockefeller - 11/6/2013 9:09:11 PM
Current Value was changed from: '0' to '5'.

Product Profit Growth - Anita Roddick - 11/6/2013 7:41:03 PM
This new target is steep for the Product Group, but we welcome the challenge.

Relationship-based Updates & Summaries

From a single screen, all of the activity that has taken place in the enterprise that relates to you is summarized for quick access, comprehension and action.

ABOUT MERCANIX

We were founded on the belief that transformative leadership has the power to help people and organizations to Perform Better and Go Home Happier.

We help transformational leaders to develop, deploy and lead with evidence-based high performance practices.

We offer workshops, consulting, software development services and beacon, our cloud-based software platform for evidence-based management.

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