Hyperion® Performance Measurement is a packaged analytic application for communicating organizational strategy and accountability, while tracking the progress of business objectives. It is part of Hyperion Enterprise Performance Management, the most complete, open, and integrated suite of packaged analytic applications for maximizing business performance. Organizations that deploy Hyperion Performance Measurement are able to bridge the gap between strategy and actions, engage a broader range of users in organizational planning, and respond proactively to changing business conditions – ensuring success. Hyperion Performance Measurement integrates with Hyperion’s strategic analytic solutions platform and supports leading and customized performance measurement frameworks, including the Balanced Scorecard.
Communicate the Organization’s Strategy and Goals

Many organizations have difficulties establishing mechanisms to translate strategic vision into concrete goals and tactics. Hyperion Performance Measurement enables such organizations to articulate and communicate business strategy clearly. It integrates disparate measures, for instance, those calculated in minutes, percentages, and unit values, into a ‘common currency’ of measures, so managers and decision-makers can analyze an overall score for an entity, strategic objective, or critical business area. The application’s functionality also provides managers with the knowledge they need to align employees to work strategically and collaboratively – to achieve goals, meet management expectations, and drive success.

Hyperion Performance Measurement’s strategy mapping capabilities promote a shared understanding of the links between strategy, critical success factors, and actions, while helping to establish ownership. They display the alignment of operational activities and outline implementation issues for performance measurement. Managers can use the information on strategy maps, for example, to make confident decisions about personnel and capital allocations or to uncover opportunities for improvement.
Hyperion Performance Measurement’s balanced set of performance measures consists of leading and lagging indicators, internal and external measures, and financial and non-financial metrics that alert users to changes in performance so they can respond more proactively. The measures enable business leaders to see at a glance how the organization is progressing toward targets, as well as how performance and actions relate to corporate strategy, improved financial performance, and shareholder value.

**Focus and Motivate Performance Achievement**

Typically, an organization’s management team uses performance measures to keep in tune with the pulse of the business, while employees use performance measures to focus on their core responsibilities. Unlike homegrown spreadsheet and database systems, which are used to track measures and metrics, Hyperion Performance Measurement helps organizations establish and maintain accountability for performance achievement, for example, by mapping the performance achievements of a critical business area to actions. It gives individuals the freedom to influence and improve business performance.

Accountability and ownership are essential for business success. Hyperion Performance Measurement enables critical business areas to create key performance indicators (KPIs) and targets that track organizational progress and improvement.

**Identify and Set Priorities to Meet Business Performance Objectives**

Hyperion Performance Measurement’s ability to track performance against targets, benchmarks, and time exposes areas that need attention. It enlightens and prompts decision-makers to allocate capital and other resources more effectively to meet business performance objectives – and ultimately, improve competitive position. Thus, Hyperion Performance Measurement is the basis of a comprehensive management process, connecting business planning, performance measurement, and benchmarking – empowering the organization to succeed.

Hyperion Performance Measurement lets users select from popular scorecard frameworks including Arthur Andersen’s Vital Signs, Baldrige Criteria, and the Balanced Scorecard. For example, the Balanced Scorecard framework helps managers guide their businesses through a common set of KPIs, providing decision-makers with predictive, forward-looking views of the overall business, rather than focusing only on short-term, bottom-line results. If users prefer, they can create a custom scorecard methodology to address the organization’s unique requirements.
Develop and Communicate Targets
Organizations must determine standards to evaluate the business and reward its managers. Hyperion Performance Measurement allows organizations to use historical data to establish targets, which, in turn, measure performance. Variable targets allow users to set different goals for any period of time. Users can formulate specific milestones that are the tangible expression of commitment – to close the gap between today’s performance and tomorrow’s achievement.

Monitor Progress toward Goals
Compiling and monitoring performance measures enables organizations to stay on course, taking action when and where necessary to achieve business goals. Hyperion Performance Measurement gives decision-makers the ability to respond quickly, accurately, and completely to opportunities with customers, suppliers, employees,
and other stakeholders. It delivers actionable business information to executives, management, and line managers through easy-to-use scorecards, reports, and dashboards. Graphs and tables provide a visual guide for all measured data to facilitate the comparison of information across critical business areas, targets, external benchmarks, and time. Hyperion Performance Measurement also stores text and file attachments – for example, the organization’s mission, values, goals, and objectives – to aid in the dissemination of information throughout the enterprise.

The highest level of performance achievement results directly from the coordinated and collaborative acts of individuals. Collaboration calls not only for speed and accuracy of data flow, but the capability to allow feedback and communication across all functions and levels of management. Therefore, managers must close the feedback loop to fully realize the business impact of enterprise performance measurement.
Leverage and Maximize Technology Investments

Hyperion Performance Measurement lets organizations leverage and maximize their sizable investments in enterprise resource planning and transaction-processing systems. Users can build and report a comprehensive, balanced, and up-to-date view of the organization’s performance by either manually inputting or importing data directly from external systems. The process is seamless, allowing organizations to realize greater returns on technology investments.
Extended Reporting, Analysis, Modeling, and Planning

Hyperion Performance Measurement leverages the power of Hyperion® Essbase® OLAP Server for extended reporting, analysis, modeling, and planning. In Hyperion Essbase, users can combine data from Hyperion Performance Measurement, Hyperion Enterprise™, Hyperion Activity Based Management, Hyperion Pillar®, and other sources into a single view for extended reporting and analysis.

Often, visionary organizations seek deployments across all functions and levels of the organization – involving hundreds or thousands of users. Diversity in the information system landscape places new and important demands on performance measurement systems. Such enterprise-wide initiatives are a natural fit for web-based deployment strategies. Hyperion Performance Measurement’s integration with Hyperion Essbase allows cost-effective Internet and intranet distribution of information throughout the organization. The product’s integration with Hyperion Wired for OLAP enables organizations to deliver information through the Web at little or no incremental cost with no effect on end-users’ desktops.

Hyperion Essbase provides additional calculation and modeling capabilities to Hyperion Performance Measurement users, as well as a scalable and cost-effective environment for delivering data through more than 110 applications and tools from Hyperion and Hyperion Alliance Partners. In combination, Hyperion Performance Measurement and Hyperion Essbase support an unlimited number of measures, scorecards, and critical business areas, enabling organizations to support their performance measurement and analysis requirements as their user communities grow.

Platform Support

Hyperion Performance Measurement supports Windows 95, Windows 98, and Windows NT. It also supports ODBC-compliant relational databases, including IBM DB2, Microsoft SQL Server, and Oracle.
For more information about Hyperion products, call Hyperion Solutions at 800 286 8000 or visit www.hyperion.com.