



Cascade Scorecards

Cascade gives unlimited flexibility around the creation of your own strategy scorecards. You can use any of our off the shelf examples below, or create your own, all from inside the platform itself.

1) Balanced Scorecard

Many organisations already utilise a balanced scorecard approach for grouping types of goals. Balanced scorecards are well suited to larger organisations who wish to ensure a balance between key focus areas.

Find out more: http://en.wikipedia.org/wiki/Balanced_scorecard

Goal types would be configured as

- Financial
- Customer
- Process
- Learning & Development

2) McKinsey's Strategic Horizons

Strategic Horizons provide a high level categorization of goals against short, medium and long term outlooks. This framework is well suited to product and service organisations and those for whom innovation and medium / long term growth are key focus areas. Note that Cascade already has functionality to map goal types against time, providing some insight similar to the Horizons framework. However by selecting this as a goal type setting, it will place a strong visual emphasis on the need for balanced horizons as employees create goals.

Find out more: http://www.12manage.com/forum.asp?TB=christensen_disruptive_innovation&S=23

Goal types would be configured as:

- Horizon 1 - Short
- Horizon 2 - Medium
- Horizon 3 - Long

3) KPIs

Your organisation may already have a robust set of KPIs that you wish to group goals against. This is particularly appropriate for service delivery organisations. The exact KPIs will depend on your business, and some goals will always fall into the 'other' category, however an example is below:

Goal types might be configured as:



- Customer Service Score
- Customer Net Promoter Score
- Market Capitalization
- Staff Retention Rate

4) Stakeholders

Goals can also be defined in terms of whom or what they are designed to benefit. Whilst there is some overlap with a balanced scorecard approach, not-for-profit organisations often find it useful to express goals in this way as it creates a tangible link between employee activities and the causes they are serving.

Goal types might be configured as:

- The Environment
- The Community
- Each Other

5) Goal Origination

Sometimes it can be useful to group goals based on where they originated, thus painting a picture of the type of organisation you are running. For example, to help measure how proactive vs reactive you are, how dictatorial your management culture is, etc.

Goal types might be configured as originating from:

- Annual Operating Plan
- Customer / Client Feedback
- Manager Directive
- Self Directive