



**NEWS RELEASE
For Immediate Release**

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THE CENTER FOR ORGANIZATIONAL EXCELLENCE ANNOUNCES DEPLOYMENT OF GOALOWNER PERFORMANCE MANAGEMENT BY THE AGENCY FOR HEALTHCARE RESEARCH AND QUALITY

Rockville, MD (March 7, 2007) – The Center for Organizational Excellence (COE) announced today that the Agency for Healthcare Research and Quality (AHRQ), a division of the U.S. Department of Health and Human Services (HHS), has completed deployment of COE's software solution, GoalOwner Performance Management, to automate, track and ultimately improve performance across the agency.

AHRQ successfully completed the transition of its 300-employee workforce into GoalOwner. Leaders at AHRQ selected GoalOwner not only for its robust functionality and alignment with key federal regulations including the President's Management Agenda (PMA), the Office of Personnel Management's (OPM) Performance Appraisal Assessment Tool (PAAT) and the Human Capital Assessment and Accountability Framework (HCAAF), but also for its software as a service delivery model. With GoalOwner, AHRQ is better able to improve overall organizational performance by establishing and clarifying the link between individual and organizational performance.

GoalOwner is the first, comprehensive on-demand performance management software built from the ground up with a federal focus. With GoalOwner, organizations can seamlessly link organizational goals to employees' individual objectives, ultimately accelerating performance and accountability. The GoalOwner software solution is offered to customers as a service, so customers not only get software, but all the technology and consulting services that come along with its implementation. Some of GoalOwner's key features and benefits include the ability to:

- Manage and report on organizational goal achievement status;
- Cascade goals and objectives to every organizational level;
- Create custom reports analyzing organizational and individual performance;
- Establish individual development plans and performance improvement plans;
- Track real-time progress against goals and objectives; and
- Make pay and award decisions based on employees' actual performance.

The lead agency charged with improving the quality, safety, efficiency and effectiveness of health care for all Americans, AHRQ is one of 12 federal agencies within HHS. AHRQ supports health services research that aim to improve the quality of health care and promote research-based health care delivery. Some of AHRQ's customers include: clinicians, hospitals, consumers and patients, health care policymakers at the federal, state, and local levels, employers as well as public and private health insurers.

For more information about GoalOwner or AHRQ's transition, please visit our web site at www.center4oe.com.

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About COE

COE is a leading consulting firm working with federal agencies and commercial clients to improve organizational performance. With more than 22 years of experience, COE consults on organizational effectiveness, performance management, human capital, leadership support, strategic planning, IT systems and support, and change guidance. Recently, COE introduced GoalOwner™, an innovative performance management solution for government agencies. For more information about COE, visit www.center4oe.com.

About GoalOwner

GoalOwner, owned and operated by COE, is the first comprehensive, on-demand performance management software solution designed for the federal government. GoalOwner helps agencies automate the performance review process while seamlessly linking organizational goals to employee's individual objectives. GoalOwner helps organizations large and small automate both performance and the pay and award process.