

DRIVE PERFORMANCE • MEASURE RESULTS • INCREASE PRODUCTIVITY

The AvantGarde (AG) Tracker is AvantGarde LLC's proprietary, multi-functional, web-based tool that delivers robust capability for our AG HR delivery team and clients to improve the short and long-term productivity of classification, recruitment and staffing activities within the National Science Foundation Human Resources Management (NSF HRM) Division. Our delivery team captures data for all end-to-end designated personnel action processes to better track, monitor and enhance internal quality assurance controls for increased accuracy and completeness of all actions. The AG Tracker offers a more dynamic, agile solution and eliminates the use of tedious and cumbersome Excel spreadsheets for better continuity and more effective workload management. The AG HR delivery team has phased out the former tracking spreadsheet and the tracker solution is fully implemented and used daily at the NSF. We invite you to learn more about the tool's features and many benefits.

I. Single Repository for All Personnel Actions



Data is captured and provides a central repository for end-to-end personnel action data with ability to view status either in real-time or at specific time intervals.

- ✓ Compliments AG's Quality Assurance strategy
- ✓ Enhances team-wide quality review practices

II. Effective Workload Management



This tool is used to pinpoint task and time management bottlenecks, identify opportunities for process improvement and impact greater work productivity.

- ✓ Helps to ensure work is prioritized and delivered within the planned timeframe
- ✓ Promotes healthy balance of staff utilization

III. Comprehensive Analytics and Metrics



The tracker provides a robust set of metrics trends for to inform business decision-making and continuous HR process improvement.

- ✓ Aligned to our Quality Assurance Plan's performance standards outlined in the contract for regularly reoccurring tasks
- ✓ Available, downloadable graphical displays of work progress at specific time intervals

IV. Flexibility to Meet Evolving NSF HRM Needs



This tool is expandable to meet changing SCB and ESB requirements as necessary and can be adapted for use within other NSF Branches.

- ✓ Available access for the client leadership and/or staff to conveniently track and monitor analytics and metrics using multiple parameters such as: specialist, date, request type (e.g. metric/non-metric; open/closed), or timeframe (e.g. w/i past 30, 30-60, > 60 days).
- ✓ Over time metrics can be matured for statistical and predictive analyses, useful for informing Section head and/or Branch level business decisions.