Three questions, *three tools.*

Some management questions come back every month, every quarter, every pay review. We built our own tools for them. Each is a separate HCBC product: it can be adopted on its own and is not tied to any other engagement.

MONTHLY

Forecast tool

What will month-end look like?

A month-end profit forecast at mid-month; the gap to budget line by line.

QUARTERLY

OKR tool

Where does the objective stand?

Cascades the company objective down to individuals; tracks progress and confidence.

PAY REVIEW

Denge

Can the pay decision be defended?

Pay band, raise scenario and cost on one screen.

HOW TO ADOPT

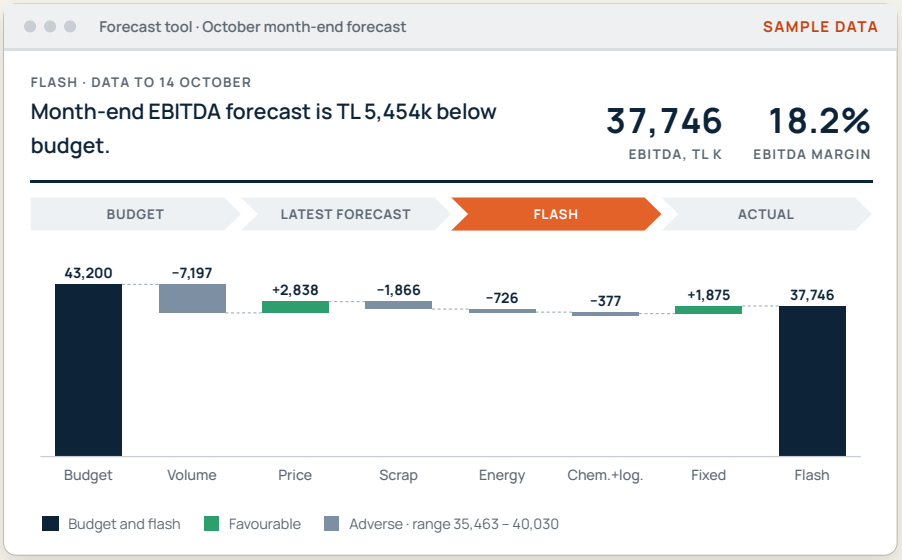
1 We set it up together
We configure the tool to your company's structure, chart of accounts and data.

2 First cycle together
We run the first month-end close, first quarter or first pay review with your team.

3 Yours under licence
From then on your team uses the tool on its own under licence; we are there when needed.

MONTH-END FORECAST

Forecast tool: *month-end on the table before the month ends.*



Forecast chain

Budget, latest forecast, flash and actual in one chain; every figure can be traced to its source.

Bridge to budget

Is the gap from volume, price or cost? Visible line by line.

Range forecast

Not a single number; with its pessimistic and optimistic range.

In the meeting rhythm

Every month the same table gets figures calculated the same way.

Screens use sample data; they do not belong to any real company.

Which tool fits you? *Let us look together.*

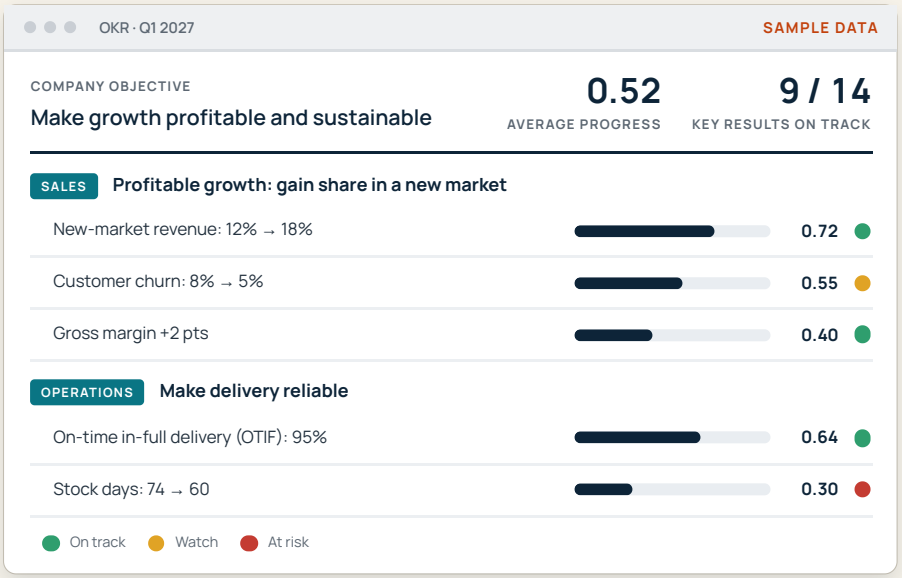
Each tool can be adopted on its own; set-up and the first cycle together, then yours under licence.

HCBC
info@hcbc.com.tr
hcbc.com.tr

OBJECTIVES AND KEY RESULTS

OKR tool: *the objective on the table every quarter.*

Cascades the company objective to units, teams and individuals; shows on one screen where each key result stands and how confidently it is progressing.



Objective tree

From company to unit, team to individual; 2–5 measurable key results per objective.

Quarterly rhythm

Progress and confidence updated every two weeks; a short review at quarter end.

Objectives apart from ratings

So that ambitious objectives do not shrink, OKRs are not tied directly to ratings.

PAY DECISION ENGINE

Denge: *the pay decision, with its rationale.*

In a time of high inflation and pay transparency it makes pay decisions fast, defensible and explainable.



Pay band map

Every employee within the band for their grade; those outside it are visible at a glance.

Scenario studio

Two or three raise scenarios side by side; cost and net effect instantly.

Net, gross, employer cost

All three on every screen; calculated under Turkish payroll legislation.

Screens use sample data; they do not belong to any real company.