

Encouraging Increased Productivity

Ready to increase productivity, motivate employees and retain top performers?

Defining (or redefining) an organizational pay philosophy, developing a corresponding pay structure and implementing a performance-based approach to motivate employees is not an easy or obvious process. Many organizations avoid the uncomfortable transition between their old, traditional plan and a new, performance-based one even though their productivity could be vastly improved by making the change. Don't make this mistake!

Well-designed and effectively managed base compensation, incentive and bonus plans that link pay to performance can be one of a number of powerful motivators of behavior changes, and the results such changes produce.

Some of the benefits our clients have achieved by linking pay to performance are:

- ✓ Increased productivity and efficiency in work processes and results.
- ✓ Better understanding of goals and how they will be met.
- ✓ Clearer communication between supervisors and employees.
- ✓ Improved collaboration between team members.
- ✓ Successful retention and increased job satisfaction among top performers.

For more information contact:

Shari Dunn: 510.763.3774 x102
725 Washington Street
Oakland CA 94607
www.compensation.com



Callaghan Benefit Services of
California Insurance Services
a Subsidiary of Arthur J. Callaghan & Co.