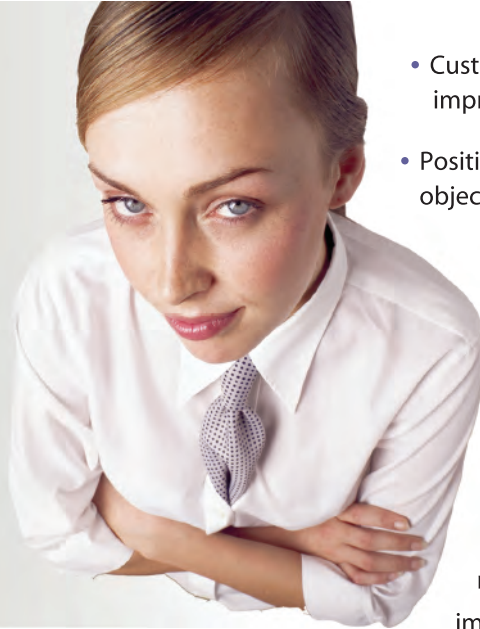


# CREATING A PROFIT-FOCUSED WORKPLACE

Performance Measurement & Incentive Pay



An objective and results-focused alternative to traditional performance systems



Do you need to increase employees' **focus** on what really matters?

Can you objectively **differentiate** employee performance?

Is your appraisal system **motivating** or frustrating your employees?

Do your employees believe their pay is an entitlement rather than something they must **earn**?

Are you **getting the most** from your compensation dollars?

- Customer-centered employees focused on improving profitability
- Positive leadership practices based on objective results measures
- A profit-indexed payroll that is more affordable than conventional pay

### Creating a Profit-Focused Workplace

Research shows that organizations that create a profit-focused workplace realize an average 33.1% performance improvement in employee results such as sales, productivity, quality, and service. To create this

profit-focused workplace, you need to motivate key manager and employee behaviors and practices that accelerate desired business results—building a profitable workplace by building **profitable habits™**.

Aubrey Daniels International's (ADI) integrated performance measurement and incentive pay system is the only system of its kind that applies behavioral principles to achieve a self-sustaining, profit-focused workplace. By using the principles of applied behavior analysis, ADI delivers the tools and resources required to maximize and sustain employee performance and organizational profitability.

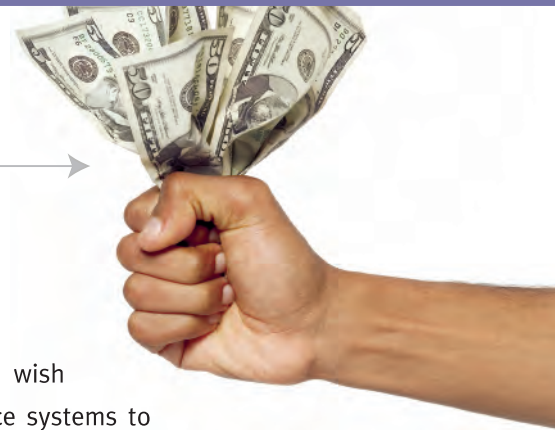
### Auditing Your Performance Systems

Performance systems exist, in one form or another, in every organization. The question is, "Are they a necessary evil or a strategic advantage?"

What organizations need is a system that gives them power—the power to build a profit-focused workplace. The advantages are unmistakable:

- Significant, immediate, and sustainable improvements in key employee performances
- A flexible employee group that quickly adapts to changes in business conditions

	TRADITIONAL APPROACH	ADI'S APPROACH
TRADITIONAL	Daily supervisor instructions	Objective performance results measures
	Annual subjective performance review	Monthly objective performance feedback
	"Entitlement" wage or salary	Profit-Indexed Performance Pay™
	Narrow job responsibilities	Job enlargement, cross-training
	Punished for failure	Rewarded for success
	Pay unrelated to company success	Pay indexed to company profitability
	Compete for promotions	Work together to maximize profits
		ADI



## Customizing your Implementation

For more than 20 years, ADI's systematic approach has been successfully implemented in all types of organizations, regardless of industry or size. More importantly, it fits into your organization where you need it. Whether you are looking to enhance an existing system, or put a new system in place, ADI offers the tools and resources you need: objective performance matrices, automated monthly performance feedback, tactical improvement planning and Profit-Indexed Performance Pay™.

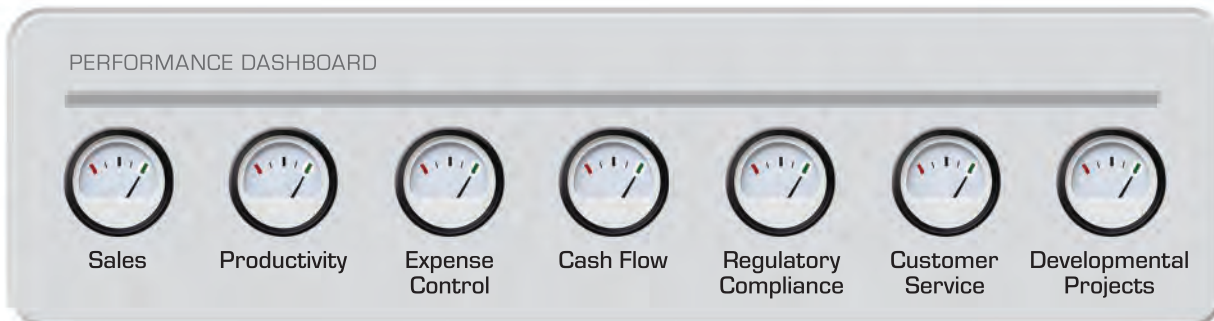
ADI helps clients focus and align their performance measures, allowing automated monthly performance feedback to individual managers and employees. This also creates objective and visible accountability for improving key business results. Then during tactical improvement planning, managers and leaders identify and act on opportunities to improve these results.

For organizations that wish to tie their performance systems to incentive pay, ADI's Profit-Indexed Performance Pay™ ensures you get a return on your incentive pay by indexing that pay to the profitability of the company. This indexing equitably distributes pay to high performers based on their contribution to the organization's success, protects employee jobs by creating a payroll system that automatically reduces total payroll during business downturns, and aligns employees' personal financial interests with those of the company.

**Give us a call.**

**No matter where you are with your performance systems, ADI offers the tools and resources you need to create a profit-focused workplace.**

## SEVEN INDICATORS OF ORGANIZATIONAL SUCCESS



Statistically developed and based on more than 18,000 measures, these seven employee indicators provide the framework for the performance matrices.

Put differently, to run a successful business you have to make sales, keep expenses down, collect money, keep customers happy, stay out of jail, and continually improve your organization.

Aubrey Daniels International (ADI) Our mission is to accelerate your company's business performance through positive, practical approaches grounded in the science of behavior and engineered to ensure long-term sustainability.

Our approach—proven in great companies worldwide—measurably improves your company's bottom line, and the performance of your employees. We meet you where you are and work to transfer our technology to you to ensure lasting change.

With more than 30 years of experience, ADI is uniquely qualified to help you assess and systematically strengthen your company's most critical drivers of business performance. These may include:

- Strategy Alignment
- Corporate Culture
- Operational Efficiency
- Safety Systems
- Employee Engagement
- Compensation
- Sales Effectiveness
- Leadership Effectiveness
- System and Process Alignment
- Performance Excellence

To explore how ADI's performance technology might be best applied in your company, please contact us.

