

# Designing a Highly Effective Performance Measurement System

An invaluable 2-day, research-based workshop for creating an organization-wide measurement system that delivers results

Now more than ever, companies understand the value of creating a performance measurement system that directly links to key business metrics. The challenge is in creating objective measures that employees deem to be fair, actionable, and that allow them to focus their work to achieve the best results possible. This 2-day seminar delivers the blueprint for creating a highly effective system to meet this challenge.

Evaluating employee performance, typically done so through an annual process, can be a daunting task that managers and employees universally dread. Many organizations rely on subjective opinions to assess employee performance despite consistent research that reports a lack of validity and consistency in subjective evaluations. Measures aligned to a strategy, and performance systems that include frequent, pinpointed feedback and reinforcement, are essential for improving and sustaining employee performance that translates into positive business results.

This two-day seminar will introduce and show you how to apply proven behavioral principles to create a highly motivating and results-focused system within your own organization.

## What You Will Learn

- How to audit and validate existing performance measures
- A process for aligning performance measures with team, department, and organizational objectives
- The importance of a performance matrix in balancing individual performance across your team and the organization
- How to effectively deliver performance feedback and reinforcement that contributes to a powerful measurement system
- The role of goal setting in the measurement process
- How to integrate performance measures with HR functions including employee selection, training, appraisal, promotion, and compensation

## About the Program

This comprehensive seminar will prepare you to align employee performance measures with the bottom-line strategy of your department, division, or organization—delivering a solid measurement system based on objective data combined with feedback and reinforcement, resulting in improved employee performance. Using behavioral principles, implementing this results-driven performance system will:

- *Align* employee goals with the organization, team, or department's strategy
- *Establish* clear and focused performance expectations for employees and managers
- *Improve and Sustain* employee performances that directly impact sales, expense control, labor costs, cash flow, regulatory compliance, customer service, and project completion
- *Develop* an objective system for evaluating and motivating performance improvement
- *Increase* employee initiative and innovation
- *Improve* employee satisfaction and commitment
- *Enhance* acceptance and support for organizational change
- *Reduce* the expense of direct supervision

## Who Should Attend?

**Business Leaders, Team or Department Managers, HR Executives**

If you are responsible for increasing profitability, controlling labor costs, improving quality and customer service, or attracting and retaining high performers, this session will deliver the tools and practice you need to succeed.

## About the Instructor

**William Abernathy, Ph. D.**

Dr. William Abernathy is considered a pioneer in the area of performance measurement and incentive pay. He has worked with large and small organizations in a variety of industries including: banking, insurance, manufacturing, distribution, retail, and healthcare. Dr. Abernathy received his doctorate in organizational psychology from

Ohio State University. He has consulted with hundreds of companies on how to implement effective measurement systems and design profit-indexed incentive pay systems linked to core business results. Dr. Abernathy has addressed hundreds of trade and professional associations, has authored two books, *The Sin of Wages* and *Managing without Supervising*, and published numerous articles in a variety of academic and business publications.

### **Program Costs**

The registration fee is **\$1,495**

All fees include program materials and a copy of *Managing without Supervising*, an indispensable guide to creating an organization-wide performance measurement system. Hotel accommodations are not included; however, ADI has secured a highly competitive rate with a five star hotel nearby, in the heart of Buckhead, GA.

To register or for more information, visit us at: <http://www.aubreydaniels.com> or contact **Sandy Stewart**:

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