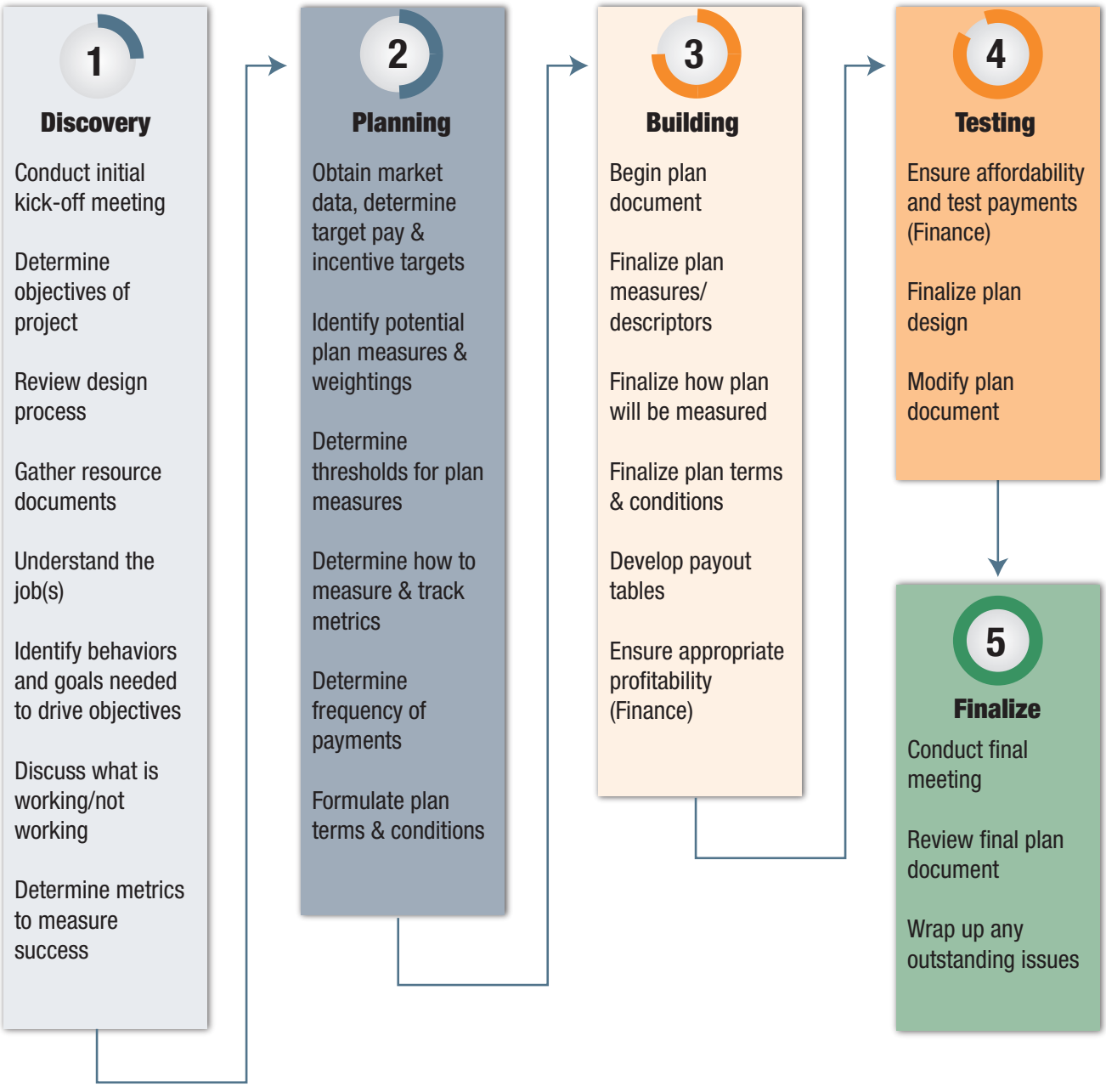
INCENTIVE COMPENSATION PLAN DEVELOPMENT PROCESS



*Phases 2, 3, and 4 involve multiple meetings.

Total Reward Solutions

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RETURN ON INVESTMENT – INCENTIVE COMPENSATION PLAN

DO YOU

…have the right metrics in your incentive compensation plan?

…drive the right behaviors?

…get the business results you need and want?

DID YOU KNOW that misaligned incentive plans can actually demotivate employees?

WHAT IMPACT OR EXPECTATIONS can you have when engaging Total Reward Solutions?

You will receive incentive plans that align desired behaviors with compensation. You will also have motivated employees who are driving the right results.

Our expectation is that you will be able to provide us with your short and long-term desired business results, what behaviors you are trying to drive and historical performance of the current plan(s).

WAYS TO MEASURE YOUR RESULTS

- Review employees results against goals of the incentive compensation plan before the project and after the project.
- Cost to develop plan against plan target payout or as cost per eligible employee on the plan.
- Voice of customer satisfaction before and after plan design and implementation.
- Cost of sales before and after project if it is a sales incentive plan.

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