



Performance & Growth Award

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Objectives:

Performance & Growth

Award

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- ▶ **Reward individuals and/or teams for outstanding sustainable increases in revenue, cost reduction/elimination and improved productivity achievements**
- ▶ **Signal the direction Performance Review Results are to go**
- ▶ **Highlight desired workplace behaviour**
- ▶ **Celebrate successes**
- ▶ **Provide incentive/motivation to excel**

Eligibility:

All Employees including:

- ▶ Administration Staff
- ▶ Site Staff
- ▶ Managers
- ▶ Senior Managers
- ▶ Eligibility not restricted by length of service

SHRS Award Criteria:

- ▶ **Contribution over and above job expectations**
- ▶ **Accomplishment must be sustainable long-term revenue and/or cost benefits**
- ▶ **Must be a self-initiated and self-directed achievement which could also be a team achievement**
- ▶ **Award for outstanding:**
 - **Increased revenue generation and/or Cost saving initiatives**
 - **New profit and/or business opportunity developed**
 - **Measurable improvement in customer/employee relations**
 - **Recognized training initiative which improve productivity and/or market competitiveness**

Overall Methodology:

- ▶ **Senior Management Team to decide and allocate total annual budget amount for Program**
- ▶ **Nominations reviewed and awards granted by Senior Management Team**
- ▶ **Year-to-year carry-forward of unused funds permitted**
- ▶ **Funds to be budgeted in Corporate cost centre**
- ▶ **Important that Award perceived as equitable**
- ▶ **Award to be publicized in company letter**
- ▶ **Principal letter to accompany all Awards**



Nomination Guidelines:

- ▶ Nomination to be submitted to any member of Senior Management Team. They will review with the Committee and present to the Principals for consideration
- ▶ Self-nomination not permitted
- ▶ Nominee's manager to be made aware of nomination before it is submitted
- ▶ Anonymous nominations not acceptable
- ▶ Nominations must include justification and details of the quantified revenue increases and/or cost savings



SHRS Award Examples

- ▶ **Persistent manager who ultimately realized recovery of \$30,000 charged which should have been credited**
- ▶ **Initiative by team to determine cause for \$40K/month credit reconciliation problem & corrected problem**
- ▶ **Employee recommends place a brink in toilet reservoir and saves company \$150K in water usage**
- ▶ **Employee identifies diversified related business opportunity with new customers and products**

Benefits of Linking Compensation to Business and Strategic Goals:

- ▶ This proposal is a good example of linking bonus/incentive programs to 'stepping outside the box behaviours' in key business and strategic revenue generating and cost cutting goals; as well as focusing employees in becoming performance and bottom line driven!
- ▶ Employees become partners in the success of the business!

Bonus Philosophy:

- ▶ Life's battles aren't always won by the biggest, the strongest or even the fastest...sooner or later it's the one who thinks "I or we can" who wins!
- ▶ Look for ways to make new ideas work...not for reasons why they won't.
- ▶ Profitability is never an accident; it is always the result of high intention, sincere effort, intelligent direction and skillful execution. It represents the wise choice of many alternatives!
- ▶ Business success=customers/employees being offered quality products & services at the lowest profitable prices and being serviced accurately the first time and every time by professionals who really care!

Those Who Earn A Bonus Will:

- ▶ Be interested in 21st. century revenue generating and cost control business techniques and technologies.
- ▶ Be bottom line, customer and employee focused.
- ▶ Place value in team building skills.
- ▶ Have a passion for success and sustained enthusiasm for continuous improvement.
- ▶ Reflect world class leadership & team development that leads by example and is emulated in their product lines, services and their business reputation