

THE MOST POWERFUL ONE-DAY WORKSHOP YOU'LL ATTEND THIS YEAR . . . GUARANTEED!

ARE YOU THROWING MONEY AWAY

BY PAYING YOUR EMPLOYEES
(FOR TIME) WHETHER THEY PERFORM OR
NOT?



TIE YOUR EMPLOYEES' PAY TO THE
PERFORMANCE THEY MAKE HAPPEN
WITH
GAINSHARING

Workshop Location: Your Conference Room

Workshop Date: At Your Convenience

RECOMMENDED FOR 6 CPE CREDITS

98% OF PAST PARTICIPANTS HAVE RATED THIS WORKSHOP "EXCELLENT"

GAINSHARING

WHAT WOULD HAPPEN TO YOUR BUSINESS IF . . .

Your employees were motivated to a new level of productivity and quality . . . if they had an intense desire to reduce cost and satisfy customers . . . if they performed as though they owned the company.

The great human motivational theories all share a common denominator. That is, that human beings are motivated by self-interest. You need to create an organization where your employee's self interest (AND W2 INCOME) is clearly aligned with your company's success . . . every week, every month. The answer is **not Profit Sharing** it is **GAINSHARING**. There is a world of difference.

GAINSHARING is not a fad, but a system with over 100 years of demonstrated success.

GAINSHARING is an integrated system that includes:

- performance measures and reporting
- team building
- problem solving
- goal setting
- a culture of aggressively "making the gains happen"

It's all tied together with a clearly defined formula that rewards achievement and ties self-interest directly to results. **GAINSHARING** is a company-wide (or facility-wide) system which typically includes all employees — creating a powerful tool to tie your entire team (Sales, Production, Office) together.

THIS WORKSHOP . . .

Will address the real-world challenges and opportunities of Gainsharing in your company. This session provides both basic Gainsharing information, and advanced strategies and solutions to take back to your organization. You will get straight answers to your tough questions from presenters who have led over two hundred organizations through the **GAINSHARING** process.

WHAT YOU WILL LEARN IN THIS WORKSHOP

- The four critical factors necessary to succeed and the top 10 ways to doom a Gainsharing system to failure.
- How Gainsharing differs from Profit Sharing, ESOP's, incentives, industrial engineering standards, and other bonus systems.
- The legal requirements of the NLRB and Federal Wage and Hour Law as they apply to Gainsharing. This information is essential!
- How to tie the compensation of hourly, salaried, administrative and sales people to true company performance.
- How Gainsharing incorporates employee involvement, total quality management, and customer satisfaction.
- Methods to design compensation formulas that are safe and secure
- Whether Gainsharing is right for your organization.

WHO SHOULD PARTICIPATE?

Company owners, officers, and managers who are responsible for **maximizing profits, quality, and productivity**. Organizational Leaders, steering committees, and employee research groups are also encouraged to participate.

Those individuals looking for a more active role in their company's improvement efforts. Those wanting to add more value to their managerial contribution and seeking more visibility.

Those individuals or groups who are responsible for researching, designing and implementing Gainsharing or other significant organizational change will gain insight, clarity, and direction from this session.

CONTINUING PROFESSIONAL EDUCATION

Approved by the Human Resource Certification Institute
for six recertification credits toward
PHR and SPHR certifications.

PROGRAM OUTLINE

Upon registration every participant will be sent a questionnaire asking you to identify what issues or areas of interest concern you. We will incorporate your requests directly into your session.

The information and materials presented in this program are the product of experiences gained in over two hundred installations, the analysis of 300+ case studies, and the input from over 1,000 previous workshop attendees. It will be what you want to know and need to know.

Gainsharing Foundations – Cornerstones For Success

- How Gainsharing differs from Profit Sharing, ESOPs, incentives, industrial engineering standards, and other bonus systems
- How to ensure Gainsharing success
- How does Gainsharing reduce costs, improve productivity and quality
- How does Gainsharing incorporate employee involvement, total quality management, and customer satisfaction
- How does Gainsharing motivate employees to a new level of performance for the long pull
- Special issues for Gainsharing implementations in Union environments
- How does Gainsharing foster optimal organizational culture, participation, commitment and communication
- How to tie the compensation of hourly, salaried, administrative and sales people to true company performance
- What profit, productivity, quality and cost opportunities exist for your company
- How to determine if Gainsharing is right for your organization

Legal Requirements

- How to keep your Gainsharing system within legal boundaries — NLRB and Federal Wage and Hour Law as they apply to Gainsharing

How to Ensure A Successful Gainsharing Program

- The four critical Gainsharing success factors
- The top 10 ways to doom a Gainsharing system to failure
- How to ensure that the Gainsharing system offers the safety and security of bonuses tracking with profits. It could prove embarrassing to pass out bonus checks when you were not at acceptable profit levels. This happens frequently in poorly designed plans
- What conditions, characteristics and circumstances need to be explored prior to a decision to install a Gainsharing plan in your organization

Gainsharing's Ability to Dramatically Enhance TQM and Work Teams

- How to use Gainsharing to maximize your financial return from Team-Based Systems and Quality Systems
- How to integrate Gainsharing with Team Systems
- How to use Gainsharing to “put teeth” into TQM and motivate employees to follow through with TQM commitments
- How to get more “bang for your TQM bucks” with Gainsharing
- How to maximize continuous improvement with Gainsharing
- Get Office, Production, Sales — the entire Company — working together

CALL 800-257-0375 TO REGISTER

Learn how to give your employees' true “pay for performance” by tying their pay to the performance they make happen.

Self Interest

- How to answer employees' question "what's in it for me" to improve company performance (link self-interest to performance)
- How to keep your workers (and their co-workers) motivated to give you 100% day after day
- How to have employees personally feel the pain of problems that occur (scrap, missed goals, etc.)
- "What's in it for me" for the Company Owner to implement Gainsharing

Gainsharing "How To's"

- How to ensure Company performance is excellent before bonuses are paid (bonuses track with profits)
- How to keep Gainsharing simple yet effective
- How to avoid the design "land mines"
- What are the design options
- How to make your present pay/bonus/reward systems compatible with Gainsharing
- How to measure performance
- How to avoid ratcheting goals
- How to revise and rejuvenate existing Gainsharing systems
- How to make Gainsharing work over the short and long-term
- How to use strategy, goals, execution to increase Gainsharing performance
- How to replace your present bonus system with a true pay-for-performance system with over 100 years of demonstrated success
- How to tie a portion of everyone's monthly pay to company performance

Gainsharing Formulas

- What options exist regarding Gainsharing formulas
- Which formula styles work best for a given type of company
- Selecting the best measures for your organization
- Gainsharing payouts and frequency and their effect on behavioral change
- Adaptability to changing conditions, such as, capital, technology, process improvements, etc.
- Administrative requirements

ALSO ...

- Integrating *Continuous Improvement* and new technology with Gainsharing
- How to use Gainsharing to respond to market pressures
- How to reduce turnover and absenteeism with Gainsharing
- A presentation of the findings of several major studies regarding the benefits of Gainsharing
- Case Studies

WHAT ARE THE BENEFITS . . .

At the conclusion of this workshop, you will have the information you need to make an informed decision regarding Gainsharing in your organization. You will have constructed a BLUE PRINT FOR EXECUTION.

98% of past participants have rated this workshop "EXCELLENT".

A PARTIAL LIST OF COMPANIES THAT HAVE PARTICIPATED

Alpha Industries	Burlington Industries	ESCO	Lipton Company	SKF
American National Can	Cincinnati Electro	EXXON	Marriott Hotels	Tecumseh Products
Armco	Consolidated Biscuits	General Motors	Mobil Chemical	Teleflex
Atlas Steel	Cummins	Georgia Pacific	NYNEX	Texaco
Baja Boats	Delta	Goodyear Tire & Rubber	Ortho Pharmaceutical	The Dial Corporation
Bantam Doubleday	Detroit Diesel	Hanover Shoes	Owens-Corning	Uniroyal
Bell Sports	Eaton Corporation	Johnson Controls	Phillips 66	United Technologies
Boge of America	Elkay Manufacturing	Jorgensen	Rexnord	Very Fine Products

How to Bring This Workshop to Your Location

Get what you need — At your convenience

In-House Workshop \$1,900 — plus reasonable travel and materials.

- You select the time and place that is convenient for your Senior Management Team
- Having an in-house workshop can be more cost and time effective than sending several Managers to our public workshops
- The session is tailored to your concerns, and the issues specific to your company
- Get your questions answered and the information you need at your convenience
- Find out the financial benefits to anticipate from Gainsharing
- Develop your “War Room Strategy” to achieve gains and the areas of “low hanging fruit” to target
- Determine how to fix your current system or transform it to a system with over 100 years of demonstrated success

THESE WORKSHOPS ARE GUARANTEED TO BE OF EXCEPTIONAL VALUE FOR YOU AND YOUR ORGANIZATION. IF YOU ARE NOT COMPLETELY SATISFIED FOR ANY REASON THE WORKSHOP FEE WILL BE FULLY REFUNDED.

Call 800-257-0375 or Fax 317-877-0479 or E-Mail gainsharing@gainsharing.com

REGISTRATION INFORMATION

I would like to Register for an In-House Gainsharing Workshop

Name _____ Job Title _____

Organization _____

Address _____

City _____ State _____ Zip _____

Work Phone _____ Fax _____

Type of Business _____ Number of Employees _____

PAYMENT OPTIONS

Registration Fee Payment Enclosed (Payable to Gainsharing Inc., P.O. 501548, Indianapolis, IN 46250-6548)

Please Invoice using our Purchase Order # _____

Charge to VISA MasterCard Account # _____

Expiration Date _____ Signature _____

I Cannot Participate, Please Send Additional Information

HENRY FORD, 1913 - takes the dramatic approach of paying people by the hour. 83 years later, everything in business has changed except the way we pay our people. We are still exchanging time for money. Now this must change. Tie employees pay to results with **GAINSHARING. It may be the missing link to your improvement efforts!**

YOUR DISCUSSION LEADERS



Dr. Charles DeBettignies has over 16 years experience in the design, implementation and use of Gainsharing Systems. He has assisted over 200 corporations, throughout the United States with the development of their systems.

Nationally recognized as an authority on the subject, he has worked with both service and manufacturing companies varying from 3 to 1,600 employees to achieve lasting success with their Gainsharing Systems. His approach combines both the most advanced technology available and operations management experience to yield sophisticated yet practical, results based Gainsharing Systems.

Gainsharing Inc. is a professional firm specializing in Gainsharing Systems; offering information, education, training, design and implementation assistance.

Participate in the workshop and learn how Gainsharing can benefit your organization.

**“52% of Companies use alternative compensation
and 10% more are considering them.
It’s no longer an alternative.”**

WHY PAY YOUR PEOPLE A 50% BONUS FOR INEFFICIENCY (OVERTIME)? PAY FOR RESULTS – WITH GAINSHARING



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