

# CASE STUDY

Profit Builder Network



## Implement Employee Pay-For-Performance Program

### Overview

- Metal & structural steel fabricator.
- CEO plans to exit in 5-7 years.
- Family owned and operated.

### Challenges

- Owners needed to establish an enduring pay-for-performance initiative after a prior attempt had failed.
- Lack of internal processes to motivate employees and establish accountability.
- Unclear job responsibilities in several key positions.
- Needed process to purchase and transition firm from current majority owner who is a family member.
- Poor experience with past consulting firms.

### Recommendations

- Create individual business plans for management staff to clarify job responsibilities and identify priority activities, key motivators and related incentives.
- Identify legal, financial and strategic coaching resources to initiate structured purchase negotiations and process.

### Process

- Implemented One Page Business plans with key staff.
- Aligned each employee with a business coach to ensure quality planning and timely completion.
- Coordinated personal financial planning for all program participants.
- Identified, refined and communicated company objectives between CEO and staff.

### Results

- Completed all staff and business planning.
- Established individual performance incentive programs with key employees.
- Establish online accountability and performance tracking processes.
- Identified an internal accountability champion to facilitate seamless initial and ongoing implementation.
- Developed a detailed company transition plan, and are currently coaching owners through the process.