

Staff Value Program

When employees leave, replacing them becomes a major hassle as it demands time and money to hire an adequate replacement, not to mention the training and the intellectual property that leaves when they do.



If you're suffering the financial consequences of unmotivated staff, low productivity, increasing sick days and constantly having to rehire, then we have the answer!

The Staff Value Program is a proven, comprehensive and effective staff incentive program that we tailor to your business by marrying the needs of your business with those of each employee. Best of all, the program is self funded by the extra profits generated from your newly motivated staff!

KEY FEATURES

- Improves staff productivity and morale
- Reduces business owner stress
- Improves business performance (profits and business value)
- Improves staff motivation and retention
- Makes it easier to attract the "right people"
- Is easy to administer
- Excellent introduction to staff succession planning



ACCOUNTANTS AND
BUSINESS ADVISORS

Staff Value Program

What better way to demonstrate that this program works than admitting that we use it ourselves!

"Although we have a great team, our performance was limited by inefficiencies in our procedures and some misunderstandings as to the roles of various positions. We were aware of the problems but unsure of how to fix them.

We implemented our Staff Value Program to define each role in the business and then met with our team to get their input into what the system problems were. Each employee received an individual booklet defining the expectations of their role and criteria for a new incentive package.

We saw improvements straight away particularly in the areas of morale, commitment, systems, fewer mistakes and reduction in rework. There has also been the ability to formally clarify the career expectations of the team members so they can be matched to the opportunities of the business."

*Domenic Stramandinoli, Director
Nexis Accountants & Business Advisors*

HOW DO WE DO IT?

- Assist you in determining the corporate targets that your business should be aiming for
- Work with your team to agree on business and individual KPIs, career objectives and an incentive system that is funded from additional profits generated.
- Create an environment where every staff member is focussed on achieving and exceeding the corporate targets
- Demonstrate to staff that they can achieve their career aspirations and professional development with your business
- How to properly structure meetings
- How to fairly reward those staff who contribute the most to improved business performance
- Support to help you launch the Staff Value Program
- Providing documentation and templates to help you maintain the Staff Value Program
- Provide ongoing support
- Structure an incentive system based on employees meeting KPIs where bonuses are paid entirely out of extra profits generated by the program

THE 3 STEP PROCESS

STEP 1.

We **survey** your staff getting their views, opinions and understanding of their level of commitment to your business.

STEP 2.

We work with you and your team to **develop** and **implement** your Staff Value Program to achieve improved staff **performance, motivation** and **commitment**.

STEP 3.

Review and **reward** your staff for above budget performance with the extra profits generated from having engaged staff.



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