



“Of all the ways to reward results, compensation is the most powerful and the most dangerous.”

Leadership Component 2: Influence

Rewarding Results: An Approach to Performance Compensation

Workshop Overview

Of all the ways to reward results, compensation is the most powerful and the most dangerous. Often compensation programs intended to motivate performance have the exact opposite effect. Many times companies do not reward what they actually want from employees. In *Rewarding Results: An Approach to Performance Compensation*, managers are introduced to the theories around rewards and motivation. They are introduced to the many means of rewarding results, including non-monetary rewards. With this background the issue of performance compensation is fully explored. Managers learn how to construct a compensation program that rewards the results and behaviors they want. They learn when using compensation as a reward works and when it does not work. During the workshop managers will develop their own system of rewarding performance.

Workshop Objectives

1. Managers understand how to use rewards to enhance performance motivation.
2. Managers understand the pitfalls in using rewards to motivate performance.
3. Managers understand the various ways to reward performance. They understand how to select the most appropriate method for any situation.
4. Managers understand the principles of compensation. They understand how to construct a compensation program that rewards the correct results and behavior.

Take-Home Value for Managers and their Company

1. Managers are prepared to implement a reward system that increases performance motivation.
2. Managers have insights on how to use their company's compensation system to increase performance motivation and are able to make recommendations to cure any deficiencies in the current system.
3. Employee motivation to achieve and sustain peak performance increases.

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Time Frame

Half day

Post-Workshop Coaching

Steve Dudley Associates is committed to the successful application of our workshop materials. We offer one-on-one coaching as a value-added option for each of our workshops. Please click on the “Coaching” tab to see a description of our workshop follow-up coaching program.

Workshop: *Rewarding Results: An Approach to Performance Compensation*

Recommended coaching sessions: 4

Suggested areas of coaching support:

- Designing and implementing a non-monetary reward program.
- Using the company’s current compensation system to increase performance motivation.
- Making recommendations for improving the company’s current compensation system.

Group Facilitation

Using rewards to motivate performance is most effective when embraced companywide. Steve Dudley Associates provides facilitation for senior management team meetings to coordinate a reward system companywide and to assist the senior managers in inspecting their current compensation program and correcting any deficiencies.