



## Professional Business Management Seminar

# Motivating Employees with Productive Pay Plans

### Highlights:

***Motivating Employees with Productive Pay Plans*** identifies how to tie the objectives of a pay plan to the objectives of your company, attract and retain employees, reward performance, and stimulate performance beyond the comfort zone. Profitability is every company's primary objective; therefore, the pay plan must enable businesses to reach that objective. How do wages, incentives, taxes, and benefits affect total compensation cost? How much labor gross profit must be retained to meet overall profit objectives? How can rewards be provided for longevity, productivity, quality, training, and skill growth? How do we compensate teams?

***Motivating Employees with Productive Pay Plans*** describes the financial and human issues of developing a productive, quality oriented, customer driven organization; in addition, learning how to motivate people beyond what compensation, alone, can accomplish. Real world examples are shown of both "traditional" and "new approach" pay plans and their impact on the bottom line.

### Who Should Attend:

Collision Center Managers, Production Managers and Coordinators, Management support staff, Anyone handling payroll functions

### Key Points:

- Objectives of your pay plan
- Attracting and retaining employees
- Rewarding performance
  - Defining proper compensation
  - Tie total compensation cost to profitability objectives
  - Develop pay plans and incentives to meet all company objectives
  - Types of technician pay plans
    - Traditional pay plans
    - New Approach pay plans
- Stimulating performance beyond the comfort zone
- Motivational rewards
- Meet individual needs
- Effectively utilize VPOL to improve performance

**Presented by:**  
**Bernie Blickenstaff**  
**Collision Management Services, Inc.**

**Cost: \$150.00 per person**

**Seating is Limited!**

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