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

Chicago, Illinois • Sept. 30, 2004
Cleveland, Ohio • October 7, 2004
Detroit, Michigan • October 14, 2004
Knoxville, Tennessee • October 21, 2004

Now in DVD and Video formats!
Gainsharing . . .

There simply is no better way to tie part of all your employees’ pay to the company performance they make happen. Gainsharing works because it ties self-interest to increasing performance. Gainsharing is a proven solution to these problems with over 100 years of demonstrated effectiveness. The question is not if it works, but how to make it work for you.

The Wall Street Journal recently reported that “35% of companies have incentive plans for nonmanagement employees and 10% more were considering them.” As more companies use “alternative compensation” to gain advantage, it becomes more of a necessity than “alternative.”

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.

Gainsharing Integrates:
- Aggressive planning & follow-through
- Performance-based pay (not time or effort based)
- Goal setting
- Departmental and overall performance feedback
- Recognition
- Business information
- A company culture of “aggressively making the gains happen”

You Should Attend if Any of These Issues Hit Close to Home . . .

- Need more throughput
- “Don’t rush me. I get paid by the hour,” attitude
- High scrap rates
- High absenteeism
- Trouble attracting/retaining excellent employees
- High levels of overtime

This Workshop...

Will address the real-world problems encountered 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 three hundred organizations through the Gainsharing process.

Quality Guarantee

Participant evaluations tell us over and over that this seminar provides valuable, practical information that is well worth the time and investment. We want you to be completely satisfied with your seminar experience as well. However, if you find that this seminar does not satisfy your needs, we will refund your entire registration fee.

98% of past participants have rated this workshop “Excellent.”

Get Professional Education Credit For Attending This Workshop

Gainsharing Inc. is registered with the National Association of State Boards of Accountancy (NASBA), as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be addressed to the National Registry of CPE Sponsors, 150 Fourth Avenue North, Suite 700, Nashville, TN 37219-2417. Web site: www.nasba.org. For information regarding policies such as complaint and refund, please contact Gainsharing Inc. at 317-877-0375. No prerequisites and/or advance preparation is required for this workshop. Also approved by the Human Resource Certification Institute for recertification credit toward PHR and SPHR certifications; and the American Society for Quality (ASQ) for RU credit toward recertification.
You’ll Learn All of This And More . . . 

How to . . .
- Reduce non-productive overtime.
- Improve attendance with Gainsharing.
- Use Gainsharing to motivate employees to achieve long-term performance improvements.
- Ensure Gainsharing success.
- Make Gainsharing work in a Job Shop environment.
- Make Gainsharing simple and easy to maintain.
- Implement, design, and gain acceptance of a Gainsharing Plan in a union shop environment.
- How Gainsharing molds company culture, participation, commitment, and communication.
- Learn the savings/profit improvements to expect from Gainsharing and how they are achieved.
- Learn whether Gainsharing is right for your company.
- Learn the latest design options.
- Keep Gainsharing simple, yet effective.
- Learn how to avoid the design “land mines.”
- Make your present pay/bonus/reward systems compatible with Gainsharing.
- Design and implementation do’s and don’ts.

Gainsharing Measurement and Formulas
- Ensure Company performance is excellent before bonuses are paid (bonuses track with profits).
- Set up measures where savings and self-funding action of Gainsharing can be proven.
- Measure and report results without disclosing financial statements or profits.
- Avoid ratcheting goals.
- How to handle mix issues?
- Prevent “cheating” in performance reporting.
- Common mistakes that are made in putting Gainsharing in place.
- Can Gainsharing be based on budget?
- Link Gainsharing to Corporate goals.
- What options exist regarding Gainsharing formulas.
- Selecting the best measures for your organization.
- Develop measures with limited tools.
- Include non-production areas like accounting/engineering.
- Levels of Gainsharing payouts, their frequency, and the effect on performance improvement.
- Measure performance.
- Change your Gainsharing System for capital investments, changing technology, market forces, etc.
- Administrative requirements.
- Who should be included in the Gainsharing System.

Also Learn . . .
- How to get people to be enthusiastic about high demand.
- How to get Office, Production, Sales — the entire Company — working together.
- How to keep your workers (and their co-workers) motivated to give you 100% day after day.
- How to use strategy, goals, execution to increase Gainsharing performance.
- How Gainsharing differs from profit sharing, ESOPs, incentives, industrial engineering standards, and other bonus systems.
- Why Gainsharing is preferable to other performance based pay systems.
- How to tie the compensation of all employees (hourly, salaried, production, administrative, and sales) to company performance, on a weekly, monthly basis.
- How to avoid Gainsharing becoming an entitlement.
- Pros and cons of Gainsharing.
- Dos and Don’ts of implementing Gainsharing.
- 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.

Areas of Legal Exposure
- How to keep your Gainsharing System in legal compliance with Wage and Hour Laws, NLRB, etc. Eliminating exposure in these areas alone could easily justify your entire workshop investment.
- Learn tax implications of payouts — what kinds of pay must be eligible for Gainsharing earnings.

Making A Decision Regarding Gainsharing
- How to convince upper management, shareholders, and board members that Gainsharing will also address their self-interest.
- “What’s in it for me” for the Company Owner to implement Gainsharing.
- How to answer employees’ question “what’s in it for me” to improve Company performance (Link self-interest to performance).

“Excellent — Comprehensive, thorough, and well rounded.”
—Steven Westby
Success Requirements

- The four critical factors to ensure success with Gainsharing.
- The top 10 ways to doom your Gainsharing System to failure.
- How to design your Gainsharing System to ensure you will not pass out bonus checks when you were not at acceptable profit levels. This is the number one flaw of inadequately designed plans.
- What needs to be considered/corrected before deciding to move forward with Gainsharing in your company.
- How to revise your existing Gainsharing System to incorporate the latest technology and approaches.

Use Gainsharing to “put teeth into” Lean Manufacturing and Quality Systems

- How to develop objective measurement systems that give people a reason to aggressively pursue Lean activities.
- How to develop Compensation systems that reward Lean and Quality successes.
- How to use Gainsharing to maximize your financial return from Team-Based Systems and Quality Systems.
- How to use Gainsharing to help associates understand the “pain” of poor performance related to safety, quality and poor productivity.
- How Gainsharing provides “the reason why” and lean provides “the how” to achieve improvements.

Longevity

- How to make Gainsharing work over the short and long-term.
- How to “keep the spark alive” with your Gainsharing System.
- How to revise and rejuvenate existing Gainsharing Systems.
- How to upgrade existing Gainsharing system.

Also . . .

- How to sell the program to a union.
- How can you get management buy-in?
- How to use Gainsharing to respond to market pressures.
- Training middle management (supervisors & managers) to properly communicate performance.
- A presentation of the findings of several major studies regarding the benefits of Gainsharing.
- Case studies.

At The Conclusion Of This Workshop . . .

You will have the information you need to make an informed decision regarding Gainsharing. You will develop an Action Plan to bring the benefits of Gainsharing to your Company.

Can’t Make the Live Gainsharing Seminar?

NOW AVAILABLE!

Gainsharing Executive Briefing
In DVD or Video formats!

Professionally produced, television broadcast quality distillation of the essentials of Gainsharing, the Gainsharing Executive Briefing is an alternative to missing out, for those who cannot attend the more complete, live Gainsharing Seminar.

Shorter than the live seminar, but produced in a chapterized, video format by the producers of “Window On Wall Street,” the DVD quickly provides a basic summary and a ground level understanding of the basics of Gainsharing.

Program Highlights:

- How to tie your employees’ self-interest to driving gains.
- What Gainsharing is and is not
- How to motivate people
- How to put teeth into your improvement process
- Formula dos and don’ts
- Design and implementation
- How to insure success

The DVD allows your Management Team to review the basics of Gainsharing at your convenience, in your facility — no travel required.

Only $495.00 for DVD or VHS video formats.
Registration
Registration begins at 8:00 AM on the day of the workshop. The session concludes at approximately 4:00 PM. The Gainsharing Workshop tuition is $495 per person, $395 each for 2-3 people from the same company, $1,295 for up to 4 people and $320 for each additional person beyond 4. Registration is permitted on the day of the seminar on a space-available basis only.

Make checks payable to: Gainsharing Inc. Company Purchase Orders, Mastercard, Visa, Discover and AMEX also accepted.

Registration includes workshop enrollment, complete set of workshop materials, continental breakfast, lunch and two refreshment breaks.

Enrollee Cancellation and Substitution
You may have someone substitute for you at any time — just call and let us know. If you must cancel, you must call to notify us at least three business days before the program to receive a refund. Otherwise, we’ll convert your full payment to a non-refundable credit you can apply toward any future program for up to two full years. Please note that if you don’t cancel and don’t attend, you are still responsible for full payment. If a program is not held for any reason, Gainsharing Inc.’s liability is limited to the refund of the workshop tuition.

Tax Deduction for Educational Expense
Treasury regulation 1.162-5 Coughlin vs. Commissioner, 203 F2d 307, permits an income tax deduction for education expenses (registration fees, cost of travel, meals, and lodging) undertaken to maintain or improve skills required in one’s employment or other trade or business.

Money Back Guarantee
If you are not satisfied at the end of the workshop, that you have received excellent value for your investment, your full tuition will be fully refunded.

Learn More About Your Workshop Leader
Dr. Charles DeBettignies has over 20 years experience in the design, implementation and use of Gainsharing Systems. He has assisted over 350 corporations, throughout the United States with the development of their systems. He has extensive experience with both service and manufacturing companies varying from 3 to 1,600 employees to achieve lasting success with their Gainsharing Systems. His experience includes Gainsharing applications in Union environments, start-up companies, and captive plants of large companies. His approach combines both the most advanced technology available and hands-on management experience to yield results oriented Gainsharing Systems.

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

To Register or Order DVD/Video
Call: 800-257-0375, Fax: 702-263-0176
e-mail: gainsharing@gainsharing.com. or web: www.gainsharing.com

☐ Yes! I would like to Register for the Gainsharing Workshop to be held (City) ________________________________

☐ Yes! I would like to order ______ copies of the DVD or Video (circle one) at $495.00 each

Name ___________________________________________ Job Title ___________________________________________

Organization _______________________________________________________________________________________

Address ___________________________________________________________________________________________

City____________________________ State________________ Zip________________

Work Phone ______________ Fax __________________________

E-mail Address _______________________________________________________________________________________

Type of Mfg. or Service __________________________ Number of Employees __________________________

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

☐ Please Invoice using our Purchase Order # ______________________________

☐ Charge to ☐ VISA ☐ MasterCard ☐ Discover ☐ AMEX Account # ______________________________

Expiration Date ______________________ Signature ______________________________________________

☐ I cannot Participate, Please Send Additional Information
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

“Many companies see a 10 to 30% increase in their productive capacity (throughput) within 30 to 90 days after implementing GAINSHARING.”