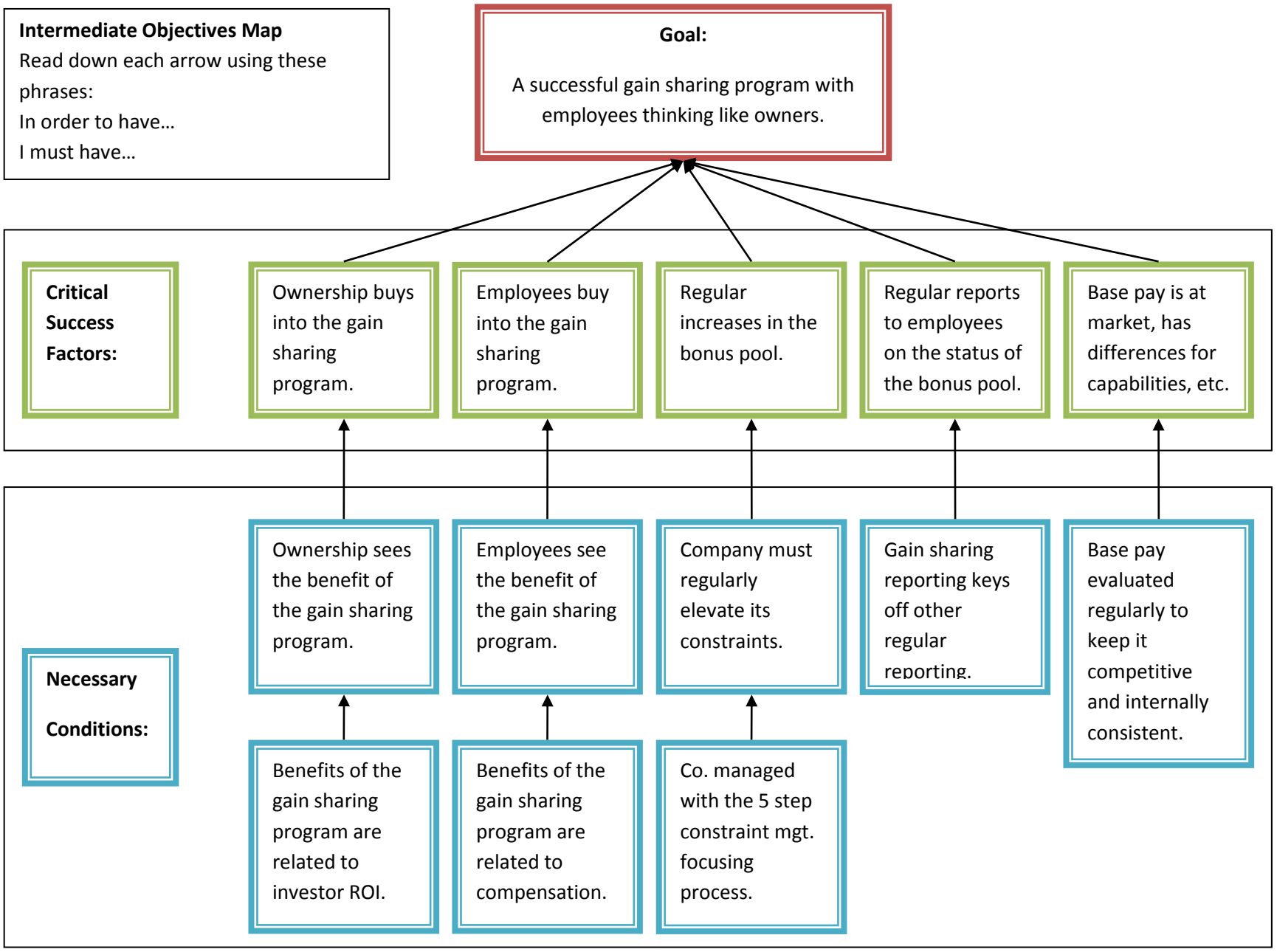
Intermediate Objectives Map
Read down each arrow using these phrases:
In order to have…
I must have…
Goal:
A successful gain sharing program with employees thinking like owners.
Critical Success Factors:
Ownership buys into the gain sharing program.
Employees buy into the gain sharing program.
Regular increases in the bonus pool.
Regular reports to employees on the status of the bonus pool.
Base pay is at market, has differences for capabilities, etc.
Necessary Conditions:
Ownership sees the benefit of the gain sharing program.
Employees see the benefit of the gain sharing program.
Company must regularly elevate its constraints.
Gain sharing reporting keys off other regular reporting.
Base pay evaluated regularly to keep it competitive and internally consistent.
Benefits of the gain sharing program are related to investor ROI.
Benefits of the gain sharing program are related to compensation.
Co. managed with the 5 step constraint mgt. focusing process.