

Creating a Self-Managed Organization

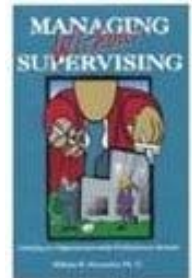
William B. Abernathy, Ph.D. and C12

Pay for Performance Seminar Synopsis: Entitlement thinking and poor performance is a bane of most, if not all, business owners. What does it take to get your employees to think like an owner? Half the solution is to link pay to the company's and individual or team's performance. C12 is partnering with William Abernathy of Aubrey Daniels International to provide an in depth presentation of how some companies have solved the performance dilemma with balanced scorecards and pay for performance. William Abernathy has developed the best performance pay solution that I (Will) have ever seen. He wrote about his methods in "Sin of Wages" and "Managing without Supervising." He and his coworker Lori Brody will be leading a concentrated overview of their pay for performance concepts and methods.



Please join us:

Wednesday, April 27, 2011 11:30 AM – 4:30 PM
Prestonwood Country Club, 300 Prestonwood Parkway, Cary, NC 27612
Cost - \$150 per person, lunch is included
RSVP by April 20 will.dixon@c12group.com, (919) 280-5512
or jim.doherty@c12group.com, (919) 625-1766



Seminar Outline

The seminar will describe the differences between conventional, bureaucratic organizations and self-managed, open network organizations. A four-phase transition strategy toward a self-managed organization is presented.

Phase 1: Create a “*results-focused*” employee group through the implementation of objective performance scorecards and performance management. Scorecard design principles and organizational improvements will be described.

Phase 2: Implement Profit-Indexed Performance Pay™. Create an employee group of “*stakeholders*” by replacing a percentage of guaranteed base pay with the opportunity to share in organizational profitability, based on scorecard results. Seven critical problems with conventional wage and salary compensation are reviewed, with the solutions found in the implementation of stakeholder pay.

Phase 3: Implement job enrichment tools and practices. These include cross training, job enlargement, and flex time. Employee stakeholders will seek out these opportunities to ensure they meet their performance goals and to boost organizational productivity, and therefore, profitability. A partial or total hiring freeze ensures performance improvements translate to increased profits.

Phase 4: The final phase toward creating a self-managed organization is the implementation of self-managed employee teams. In this phase, employees manage their own work schedules and performance management. Manager and supervisor spans of control are increased from a typical ratio of 7:1 subordinates per manager to 20:1 and up to 100:1. Savings are realized through the elimination of supervisors and line managers via non-replacement.

Let me introduce you to C12 Group!

As you enjoy the seminar you will also have the chance to meet over 60 CEO's and owners or their staff, who have already signed up. Since 1992, C12 Group, America's leading resource for Christian Chief Executives, has been focusing companies on becoming all they can be in both success and significance. C12 Members leverage the “iron sharpening iron” power of peer advisory boards by receiving impartial counsel from like-minded peers in a high-trust setting and applying best business practices...all in-line with God's wisdom and purpose for the businesses we lead. We call it *Building Great Businesses for a Greater Purpose!* C12 can help.

Priorities are what we do. Everything else is just talk!