PRODUCTIVITY & QUALITY GAINSHARING

On-Site Leadership Workshop

At Your Location, On Your Schedule, For Your People ... Seating is Unlimited

The Incentive Pay System That Drives Business Results!
On-Site Gainsharing Executive Workshops

We Come To You!
Our On-Site Workshop is custom tailored to address the needs of your specific operation. We conduct our workshop at your site, on your schedule, for your people … seating is unlimited!

Consider An On-Site Workshop When You:
- Want a Gainsharing workshop that is presented in the context of your company’s history, environment, culture, people and products.
- Would like a cost effective way to introduce your leadership team to the boundless opportunities from our Gainsharing process.
- Want to avoid the time and travel cost of sending your managers to our public workshops.

On-Site Agenda

**Day 1**
**Organization Orientation**
We meet individually (max. 1 hour) with a few key managers to discuss your organization’s specific needs. We get to know your organization, your people, your product, your performance and your processes.

**Day 2**
**Gainsharing Workshop**
We conduct a customized Gainsharing Executive Workshop (approximately 6 hours) for your leadership team, building on the information from the previous day’s orientation.

Materials Provided!
- Comprehensive Gainsharing Executive Workshop Manual
- Gainsharing plans from other client companies

On-Site Workshop Fees
Our On-Site Workshops are conducted anywhere in the U.S., Canada, Central or South America for $1,000 (U.S. Dollars). This fee includes all consultant’s time, travel costs and workshop material costs.

Productivity & Quality Gainsharing Is:
- a performance measurement system.
- an incentive pay system.
- a performance communication system.
- a team-based improvement system.
- a comprehensive process that inspires behavioral change and produces positive business results.
The First Step...
Our Workshops are designed to help leaders explore the extraordinary possibilities offered by Gainsharing. This is the first step to achieving operational excellence!

Workshop Content...

- Basic Concepts and Principles of Gainsharing
- 6 Major Gainsharing Components
- A 28 Step-By-Step Implementation Model that is easy to follow
- 25 Plan Design Features
- Using an in-house Task Force to design your plan
- Fatal Mistakes to avoid
- 18 Reward System Principles to follow
- Measures and Metrics
- Key Performance Indicators (measure and reward them)
- Developing and validating self-funding pay models
- How to build pay charts
- How to establish the performance baselines
- Changing/moving the baselines … how often … how far
- Building the TOTAL Gainsharing Fund
- Distributing the Gainsharing Fund (in a legal and motivational way)
- Developing an effective performance feedback communication system
- Forming, training and “going live” with High Performance Improvement Teams (correct number and make-up of teams)
- Building Performance Improvement Team accountability
- Changing your plan without losing employee credibility
- Actual Case Studies … great results
- Review Gainsharing plans from other clients
Why Bovino Consulting Group?

Our clients have enjoyed $millions$ in savings, gains and improvements using our Gainsharing approach.

Hundreds of extremely satisfied clients. We’ve designed, developed, and implemented more successful Gainsharing plans than any other firm in the World.

Twenty-two years of hands-on Gainsharing experience is power-packed into our workshops.

We’ve developed a 24-Step Implementation Process that is second to none!

Our plan is not theory and hype ... our focus is on implementation and results!

Our unique visual pay model presents both operating performance and the reward in an easy to understand graphical format.

Client Results!

When clients follow the Bovino Consulting Group Implementation Model, they achieve the following results:

- Improved Profitability $$
- Improved employee (labor) productivity (15% to 40% improvement in the first year, with no new capital or technology)
- A huge improvement (20% to 60%) in product quality … as measured by their customer
- Improvement in material usage … scrap reduction
- A positive change in employees’ attitude toward their work, their company and the product
- A notable (5% to 30%) reduction in unit cost
- Employees are significantly more informed about the business, their departmental and individual performance
- Huge positive change in workgroup cooperation … shift to shift and department to department
- Improved safety
- The list is endless!

www.bovino-consulting.com

What People Say About Us

“We have interviewed other Gainsharing consulting firms and none, yes none, come close to the knowledge, drive and passion seen in Bovino Consulting.”

“For years we’ve been trying to change behavior in our organization and the Bovino Gainsharing Plan did it overnight!”

“If you want to improve your business, I would highly recommend this seminar.”
The Founder

Vince Bovino, principle consultant and founder of Bovino Consulting Group, has over 30 years in corporate human resources management and management consulting experience.

His 22 years of Gainsharing experience has proven to be an excellent and boundless resource for companies seeking to achieve new levels of operating performance.

Although the Bovino Consultants work independently with clients, Vince’s well thought out guidance, wisdom and constructive oversight are visible in every Bovino Consulting Gainsharing plan.

Vince frequently speaks to companies and industry groups on the subject of Productivity & Quality Gainsharing and achieving unparalleled performance.

The Firm

Since our formation in 1985, our objective has been clearly stated …

“To create an epidemic of productivity and quality improvement in our client base through high levels of employee involvement and the creation of a value-added reward system” … hence, Productivity & Quality Gainsharing.

Bovino Consulting Group has extensive experience designing and implementing successful Productivity & Quality Gainsharing plans throughout the United States and Canada. We also have clients in South America, Australia and China.

A Myth Shattered

For years management gurus have maintained that pay is not motivational. Bovino Consulting Group’s experiences have shattered that myth. We have proven, time-after-time, that well-designed variable pay systems tied to performance factors that employees can influence, is in fact, motivational and will change employee behavior.

Our Guarantee

Bovino Consulting Group is convinced you will receive value for your money during this workshop. If you feel you have not received your money’s worth by the end of the workshop, simply return your workshop materials, and we will not bill you. It’s that simple!

What People Say

About Us

“The Bovino Gainsharing System has consistently exceeded my expectations in real performance improvement.”

“Our employees are earning 15 to 25 percent Gainsharing pay each month, based on real performance improvement.”

“The Bovino Gainsharing process changed our employees’ behavior … we couldn’t do it ourselves.”

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