

Non-Monetary Compensation

“Take care of your people, and they will take care of you”

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THE **Berke** Group

I am paid to _____.

1.

2.

3.

4.

I am really paid to _____.

1.

2.

3.

4.

Why do you work?

A pay check...

Money is the easiest thing to talk about for you and your people to talk about.

The Grass is Always Greener

1. Someone will always pay you more.

2. Maslow's quotes:
 - Man is...

 - Satisfied needs...

Strategy to Create Non-Monetary Compensation

1. Company Culture
 - Begins at the top.
 - Management reinforces it or destroys it...

2. Driving Forces
 - Respect
 - Acceptance
 - Growth ...

3. Must be in a System

Start The System

- Begin with hiring process
- A Great First Day
- Be Prepared – Space, Equipment, ...
- Integrate New Hire
- Key People Interview

System must continue as part of culture

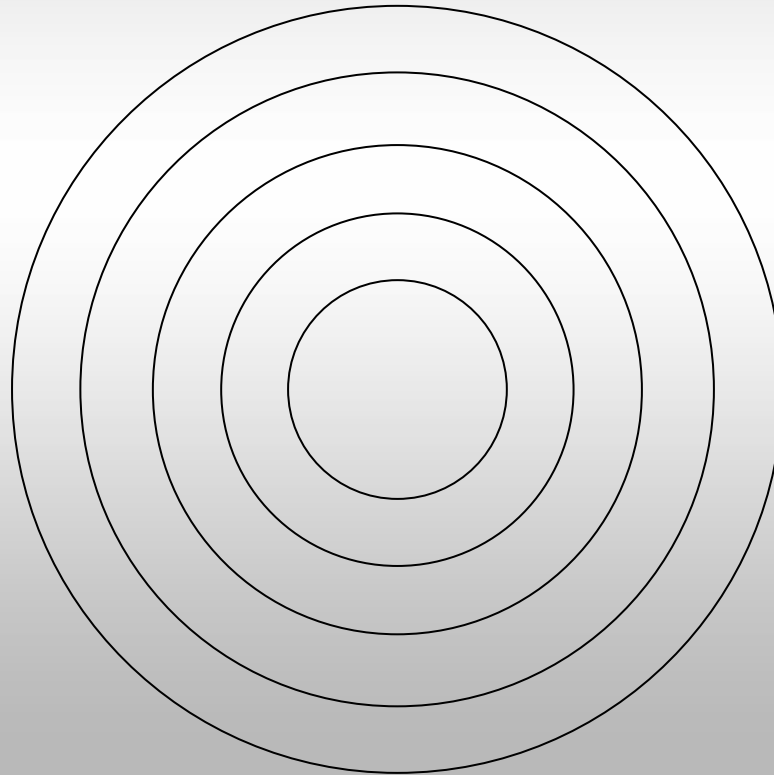
- Communication
- Rallies
- Anniversaries
- Birthdays
- Kids

People don't work for _____.

People work to gain something _____.

Business and Personal Goal Setting

Time Targets ->



Quarterly Growth Reviews

Purpose: To continually _____, _____ and improve the _____ of each individual.

Quarterly Growth Reviews vs. Typical “Performance Reviews”:

Keys to Success:

Weekly Feedback Meetings

Purpose: To build a strong employee/manager _____
by opening up the lines of _____ .

Rules:

Benefits:

Your Assignment

Create an overall leadership system:

- Recruiting
- Hiring
- Training
- Managing
- Motivation
- Leading

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Thank You

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