

Incentive Assessment

Can your incentive program demonstrate a quantifiable return on investment? Our assessment methodology looks beyond strictly financial analysis to consider other areas of your business that may influence your incentive program results.

An Incentive Assessment gives you a thorough, objective and independent perspective on individual or enterprise-wide incentive program investments.

Looking beyond financial indicators

An Incentive Assessment addresses ROI, variance analysis and other key financial indicators, but then considers your incentive program in a broader business context. We examine:

- Departmental and supply chain alignment
- Strategic goal alignment
- Service standards against current best practice
- Organisational and participant readiness
- Resource allocation

Why an Incentive Assessment makes good business sense

An Incentive Assessment holistically quantifies your return on incentive program investment as it's reflected across the organisation. This high-level perspective of your strategic alignment allows for quick corrective action if required.

How an Incentive Assessment works

Phase 1 – Design

We gather detailed information about your incentive program, such as:

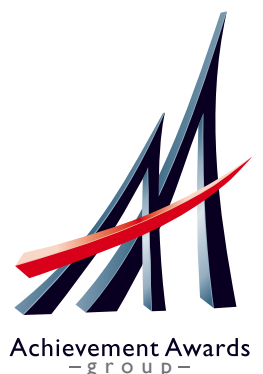
- Goals
- Strategy alignment
- Reward formula
- Historical data
- Metrics and budget methodology

What is it?

An Incentive Assessment examines return on incentive program investment as it's reflected across your organisation.

How does it work?

Qualitative management and participant survey assessments are validated against current best practices. The results are correlated with quantified ROI and other key performance measures. The combined results are analysed across a holistic program Balanced Scorecard framework.



FACT SHEET

Incentive Assessment

Phase 2 – Assessment, Testing and Measurement

- **Assessment** – Data is collected from key program management and participants through interviews, facilitated focus groups and surveys. Information is analysed using a web-based strategic assessment tool. Results are immediate and reported using the four perspectives of the Balanced Scorecard framework:
 - **Participant readiness and understanding** – objectives and targets, required behaviours and criteria, program rules and procedures
 - **Program processes** – Program systems, communications, earnings, rewards, measurement and feedback
 - **Behavioural impact** – the extent to which the program is influencing the desired behaviours
 - **Program outcomes** – the perceived benefits of the program
- **Testing** – If your program is still live, we'll test to corroborate qualitative findings
- **Measurement** – As required by program, but may include:
 - Budget variance analysis
 - Benchmarking
 - Return on investment
 - Other related key performance indicators

Phase 3 – Analysis and Feedback

Our specialist team produces, reports and reviews results with emphasis on:

- Program outcomes and justifications
- Key improvement areas
- Recommended cost savings
- Forward strategies

Why Achievement Awards Group?

Our Incentive Assessment consolidates more than 25 years of experience designing, implementing and managing more than 800 incentive programs.

Talk to us to find out how we can help you quantify your incentive program investment.

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Achievement Awards Group

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