



## TerminalBoost – Performance Management Program

Performance Management

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CostDown Consulting's TerminalBoost Program is the most comprehensive Performance Management Program designed exclusively for the Trucking Industry. We manage every step in the development of your Performance Management Program to ensure that your organization's employees improve their performance, thereby increasing your profitability.

### PROGRAM OVERVIEW

- Identification of KPIs – define your organization's Key Performance Areas & calculate baseline-plus Performance Goals for each employee group
  - Activity Definition – define and publish in SOP manual the most effective activities for obtaining goals for each KPI
  - Report & Resource Development – identification and coordination of resource needs for monitoring and coaching goal progress
  - Financial Incentives – Pay incentive calculations for each KPI based on percent of savings assumptions from goal obtainment
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### PROGRAM SUMMARY

CostDown Consulting works directly with your corporate & field management personnel to:

<b>KPIs</b>	Establish the KPIs of your organization; those key performance areas that most impact bottom line results. Once identified, we develop performance goals for each KPI and each employee group based on improvements over baseline period (usually prior calendar year).
<b>Activities</b>	Define the most effective Activities for improving performance within each KPI. Activities are selected based on 'best company and industry practices' and summarized in an employee SOP manual.
<b>Monitoring &amp; Mentoring</b>	Design detailed Monitoring Reports that provide frequent updates of employee performance to goals. Establish an effective Mentoring Process to ensure that employees not making goals receive the needed coaching and improvement planning.
<b>Financial Incentives</b>	Bonus plan development for goal obtainment based on a 'Percent of Savings' calculation where bottom line improvements fund frequent and significant financial rewards for goal obtainment.

To learn more about Performance Management and how it improves bottom line performance, view the training presentation from our Library: Performance Management

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For a free consultation on your Employee Performance Management concerns and to discuss how CostDown Consulting can improve your bottom line performance with our TerminalBoost Program; please contact:

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