



BRIGHT TREE

CONSULTING GROUP, LLC

Partners in Performance

Sample Engagements

Performance Management

- Designed and implemented a targeted performance management system for a \$250M family owned manufacturing business to align the strategy and operating plans to the accountabilities and individual objectives of employees throughout the organization. Created individual development and succession planning processes and tools to ensure the workforce possessed the required skills to achieve strategic and operating objectives.
- Analyzed and recommended changes to the performance management process for a \$550M medical services provider to increase employee and management retention and engagement. Revised, updated and created a template for the job descriptions for all of the management positions.
- Created strategic vision and mission documents for a \$1.5B global market leading manufacturer and facilitated an offsite retreat for the top 25 executives to ensure alignment.
- Completed an in-depth assessment of the responsibilities, job descriptions, rates of pay, and incentive plans for the entire sales force for an industry leading manufacturing company. Conducted interviews with incumbents, updated job descriptions and career ladders. Completed a competitive analysis of total compensation and completely redesigned the sales incentive plans for four business units in line with company objectives. Presented findings to the executive group and created plan documents and communication materials (including conducting many of the roll-out meetings).
- Analyzed the competitiveness of the compensation plans for a \$400M consumer products company and Implemented changes to the grading structure, merit pay scheme, and internal/external benchmarking and evaluation processes. Introduced a complete toolkit for effective going-forward management of all aspects of compensation management.
- Developed and implemented an executive and management incentive plan for a \$250M family owned manufacturing business, designed to support the attainment of the strategic operating objectives.