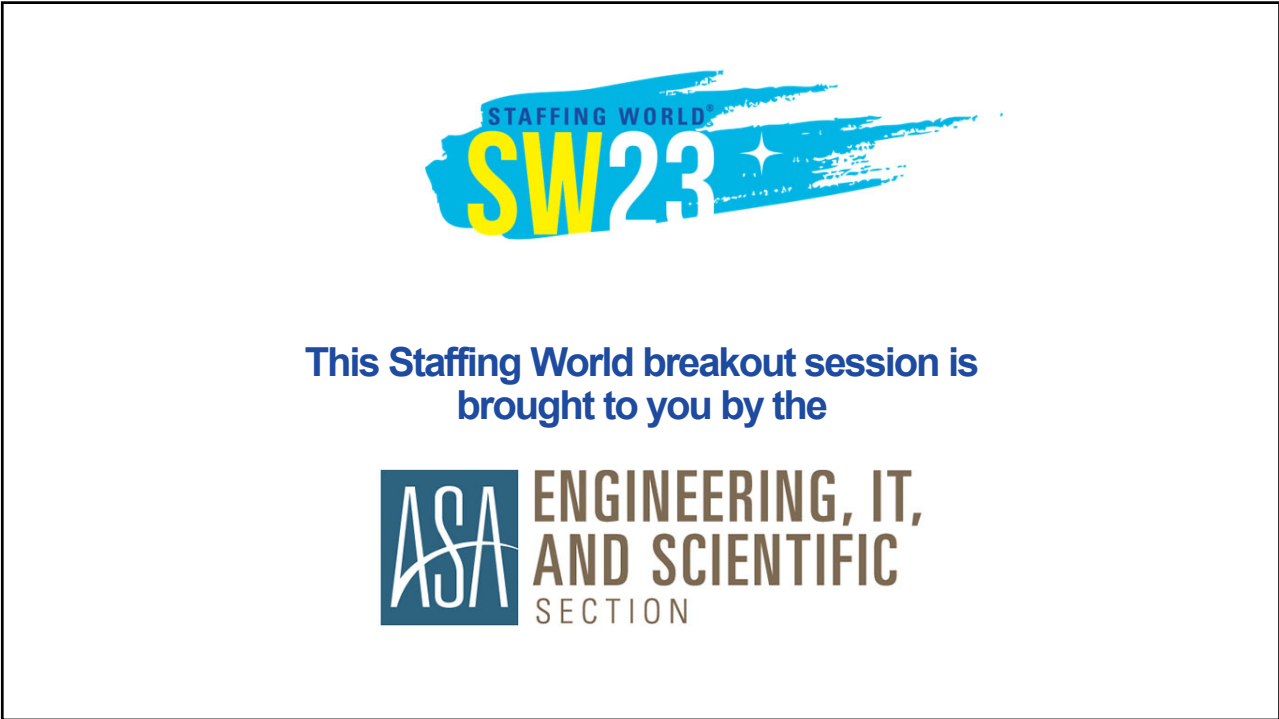


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What are KPIs and How Are They Formulated?

- ▶ Have you brought your team into conversations around KPIs to collectively determine what they should be?
- ▶ Are they designed to achieve the end results you want? Primary KPIs
- ▶ Should you formulate KPIs to your budget and profitability?

5



Weekly KPIs

BY SIZE OF FIRM

6



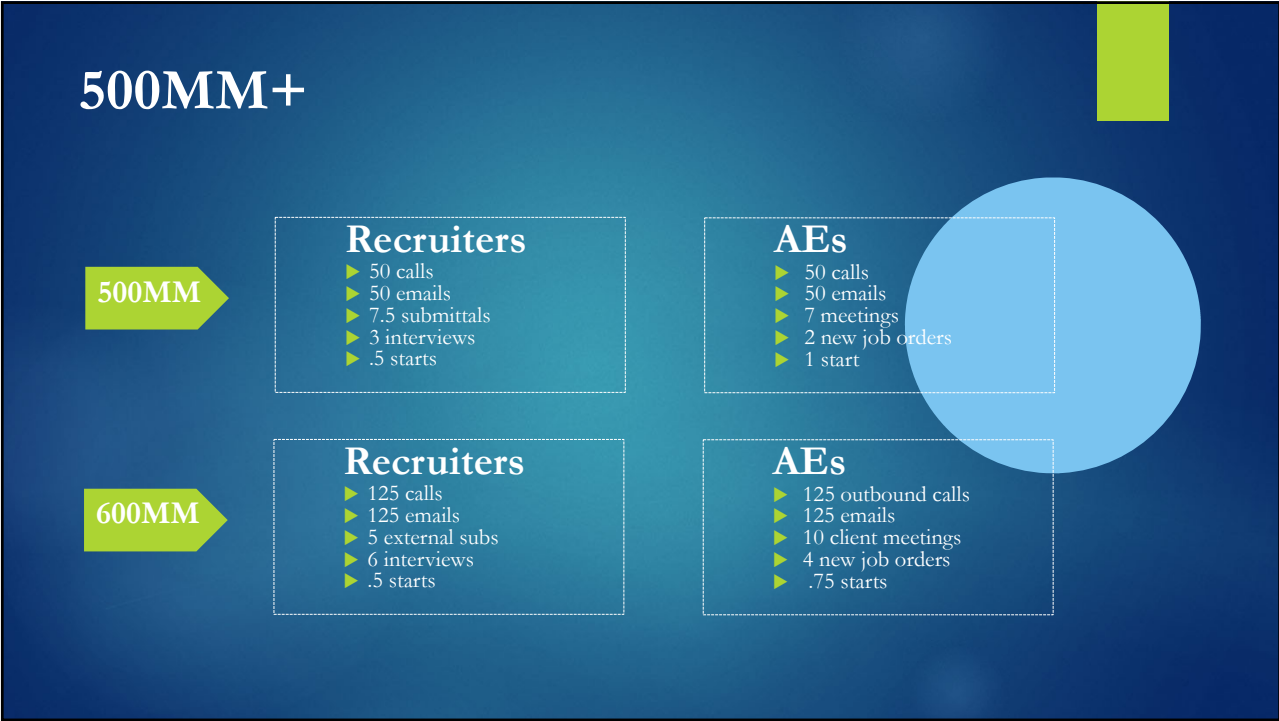
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10

WHY KPIs are Such a Key Foundation to Success in This Industry.

- ▶ Are they used to incentivize the right behavior and compensation?
- ▶ Do you use KPIs as building blocks? Build on one another?

11


Should KPIs be Set as “Stretch Goals”?

- ▶ How do I create KPIs that are realistic but still push the team to success?
- ▶ How often should I assess my KPIs?

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What Do You Do With the Results of Your KPIs?




- ▶ When and how are they reviewed with the team?
- ▶ Are they used for promotions (organic growth) and discipline (training opportunities)?



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Questions?



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