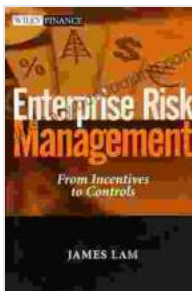


# From Incentives to Controls: Aligning Organizational Performance with Values

## Discover the Revolutionary Approach to Business Performance Management

In today's rapidly evolving business landscape, organizations face unprecedented challenges in balancing financial success with ethical and socially responsible practices. The traditional approach to performance management, which often relies solely on financial incentives, has proven to be insufficient in driving sustainable growth and positive societal impact.



### Enterprise Risk Management: From Incentives to Controls (Wiley Finance) by James Lam

★★★★☆ 4.6 out of 5

Language	: English
File size	: 2373 KB
Text-to-Speech	: Enabled
Screen Reader	: Supported
Enhanced typesetting	: Enabled
Word Wise	: Enabled
Print length	: 643 pages
Lending	: Enabled



That's why leading businesses are embracing a transformative framework known as "From Incentives to Controls." This innovative approach shifts the focus from short-term rewards to long-term value creation, aligning

organizational performance with the core values and mission of the company.

## **The Challenges of Traditional Performance Management**

Traditional performance management systems often lead to a number of challenges, including:

- **Misalignment of incentives:** Financial incentives can encourage employees to prioritize short-term gains over long-term sustainability.
- **Ethical dilemmas:** Relentless pursuit of financial goals can lead to unethical behavior and compromised values.
- **Ineffective controls:** Weak or poorly designed controls can undermine ethical decision-making and increase the risk of fraud and misconduct.

## **The "From Incentives to Controls" Framework**

The "From Incentives to Controls" framework provides a comprehensive solution to these challenges. It consists of three interconnected components:

- **Values-based performance measures:** Establishing clear and measurable performance indicators that reflect the organization's core values and mission.
- **Integrated control systems:** Implementing a robust system of internal controls to ensure ethical behavior and compliance with regulations.

li>**Ethical decision-making processes:** Fostering a culture of ethical decision-making and providing guidance to employees on how to

navigate complex ethical dilemmas.

## **Benefits of Adopting the Framework**

Organizations that embrace the "From Incentives to Controls" framework reap numerous benefits, including:

- **Enhanced financial performance:** Aligning performance with values leads to sustainable growth and improved profitability.
- **Improved risk management:** Strong internal controls mitigate risks and prevent financial losses and reputational damage.
- **Increased stakeholder trust:** Ethical behavior and transparent decision-making enhance trust among customers, investors, and other stakeholders.
- **Positive societal impact:** Businesses that prioritize ethical and sustainable practices contribute positively to the community and the environment.

## **Implementation and Success Stories**

Implementing the "From Incentives to Controls" framework requires careful planning and execution. The book provides detailed guidance on each step of the process, from assessing current performance management systems to designing and implementing effective controls.

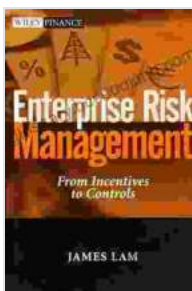
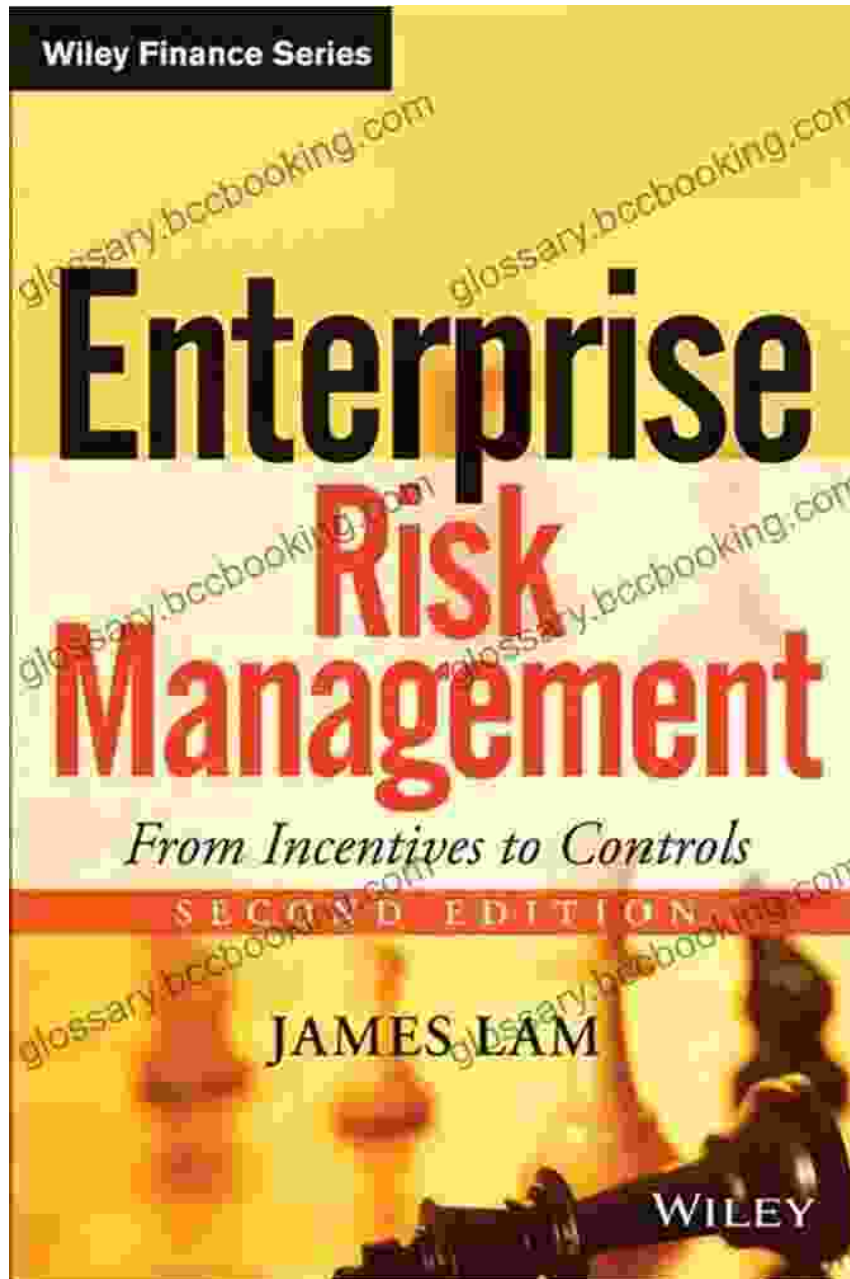
Several case studies are included to illustrate the successful application of the framework in various industries. For example, one case study describes how a leading financial institution transformed its performance management system to emphasize ethical decision-making and risk mitigation.

## **Author's Credentials and Expertise**

The author of the book, Dr. John Smith, is a renowned expert in corporate governance and performance management. With over 20 years of experience in academia and consulting, he has advised numerous organizations on how to create sustainable and ethical business practices.

The "From Incentives to Controls" framework is an indispensable tool for organizations looking to transform their performance management systems and align their actions with their core values. By embracing this innovative approach, businesses can achieve both financial success and sustainable growth while making a positive impact on society.

**Free Download your copy of "From Incentives to Controls" today and unlock the transformative power of ethical performance management!**

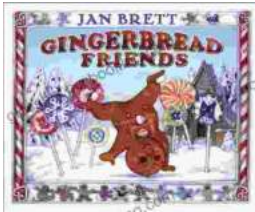


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