
MFN Co-hosts an On-line Discussion on Staff Incentive Schemes, April 15-17, 2008

April 15-17 USAID Speaker's Corner on Staff Incentives for MFIs: How to Make Them Work for You

Join the dialogue on April 15-17, for this online discussion organized and co-hosted by USAID, the MicroFinance Network, and CGAP.

According to the recent 2008 Banana Skins Survey among 300 microfinance stakeholders, staffing is one of the biggest and fastest rising risks in microfinance institutions (MFI). Staff incentive schemes (SIS) play a key role in a human resources strategy: not only do they influence who gets hired and who resigns, but they are mainly designed to increase organizational efficiency by enhancing staff productivity and loan portfolio quality. A worldwide survey on the use of staff incentives conducted by the MicroFinance Network (MFN) and the Consultative Group to Assist the Poor (CGAP) has revealed that most MFIs use incentive schemes and that practitioners' perceptions are largely positive. Poorly designed systems, however, can quickly backfire and produce negative effects on staff motivation.

In the three-day discussion, moderators Mattias Grammling, Martin Holtmann and Martha Ottenbacher will lead the dialogue to discuss best practices in the design of efficient staff incentive schemes. Each day, participants are invited to share their own experiences, questions and comments in the discussion forum:

Day 1 Effectiveness and efficiency of Staff Incentive Schemes. A discussion of the main features of efficient staff incentive schemes.

Day 2 Staff incentives for different functional levels of staff. A deeper look at how to assess all staff's performance. How can we design a comprehensive remuneration system that links pay to achievements and is fair to all positions?

Day 3 Social performance dimensions in SIS. A discussion on the use of social performance measurement indicators in staff incentive schemes to achieve social goals.

Sign up today: Please join us for this interactive dialogue. For more information and free registration, visit www.microlinks.org/staffincentives. Send questions to speakerscorner@microlinks.org.